

BIRD NEPONSET REVIEW

VOLUME 39 1951



BIRD
NEPONSET
REVIEW

January
1951

Vol. 39 No. 1



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On the Cover



Two lovely members of the Bird Club Veterans' Show cast, Irene and Anna, the Ippoliti sisters (Irene is now Mrs. Iafolla), as they appear on the stage to sing for veterans in our hospitals. At the piano is Bill Grazado, accompanist and this year's show chairman. Right is Anthony "Red" Gugliotta, one of several non-Bird employees who give their time to be with our Veterans' Show. (See story of this year's first show, p. 8.)

eral non-Bird employees who give their time to be with our Veterans' Show. (See story of this year's first show, p. 8.)

President's Message

LOOKING ahead to the rest of 1951, it is easy to predict that we shall have many difficult problems and many new situations to face. Defense production, restrictions imposed by controls, shortages of certain materials—these and other problems will challenge us as the months go along.

We can face the future with confidence, however, if we understand what we as a company are trying to do.

Your management believes that our most basic purpose, year in and year out, is pleasing our customers. Without customers there just isn't any business. It doesn't matter whether you make floor coverings and roofs or sandwiches and milk shakes. Your product must please your customers, or they'll turn elsewhere and become somebody else's customers.

During 1951 we who have the job of planning and directing the business will continue to plan and carry out those policies which we believe will best satisfy our customers. You on the production line and in the office departments can help keep your own job steady and your earnings good if you understand just how important these customers are.

The quality you help build into the products that come off your machine will please customers and influence them to buy BIRD next time. That's good business.

The care you take in cutting down waste of materials and time will help keep Bird prices right so that customers will find our products with price tags that attract in stores and lumber yards. And *that's* good business. No production schedule or quality standard is ever set to satisfy management's whim—it's set to please some customer—so that he'll buy Bird this time, and next time, too.

I urge you to read carefully what appears on the next page. If we all remember just this one fact and work together during 1951 to satisfy our best friends—our customers—we'll be helping ourselves to real job security in 1951 and all the years ahead.

W. H. Hartig

President

BIRD NEPONSET REVIEW

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January 1951



Published for the employees of Bird & Son, inc. to promote good service, good business, good will

Editorial Office at East Walpole, Mass.

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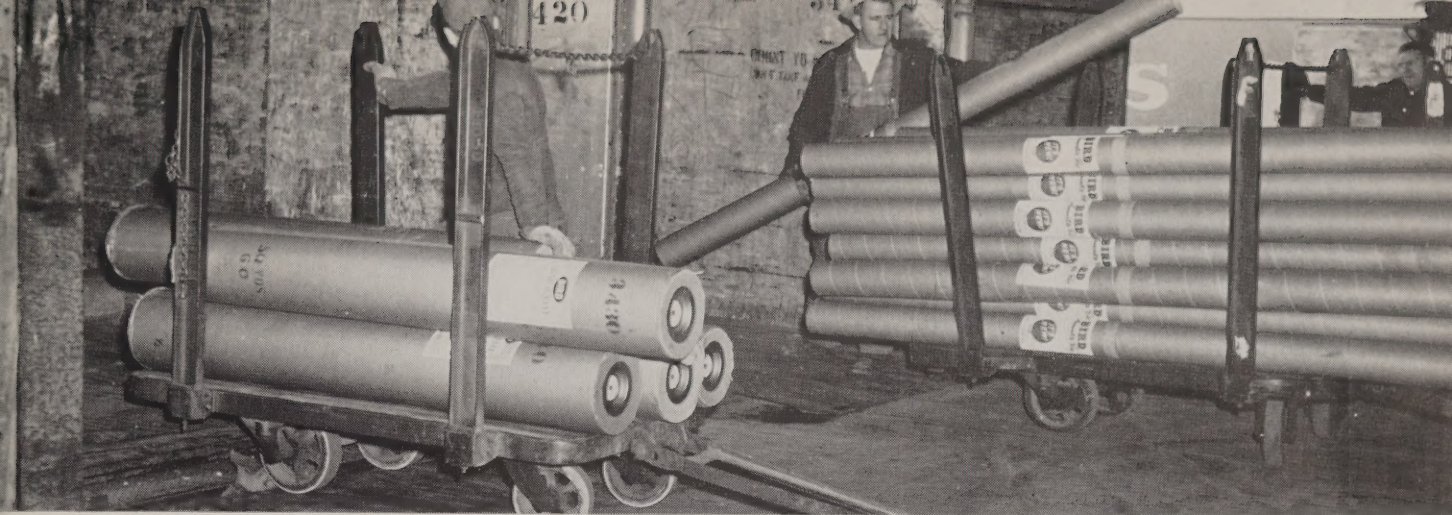


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WALTER H. HARTIG	Photographer

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CREIGHTON HILL

WILLIAM E. WAKEFIELD
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TRAILER TRUCKS BEING LOADED at Flooring Shipping with rugs. Only so long as the customer wants Bird, will scenes like this go on at Bird & Son's Flooring Shipping platform.

Where Do They Go From Here?

THEY go into homes like yours and mine all over the country.

Go is the important word in this sentence. Only if Bird products *go* out of the warehouses and *go* into customers' homes, onto their roofs and into their shipping rooms (in the form of boxes) will we remain employed on these jobs of ours at Bird & Son.

When Mrs. America shops for a felt base rug or floor covering she doesn't have to buy Bird. There are at least six good, reliable brands she can choose from. If you work in Floor Covering, think of that. Your job there is safe only so long as enough housewives from here to Los Angeles choose BIRD.

In the roofing industry, it's the same story. Bird & Son has more than a dozen major competitors. Bird shingles have been considered a good buy for years. But only so long as builders and home owners continue to believe in, and therefore BUY, Bird, will our roofing business continue on the up grade.

In the container business, there are eleven different companies competing for the sales in the areas we serve.

Bird Shoe Cartons are in competition with more than eight other well-known brands.

Right down the line the customers call the shots. Every day thousands of people are deciding whose floor covering to put down. They choose Bird roofing—or some other company's. Shipping containers may be ours, or those of one of our competitors. Their decision to buy BIRD is what keeps our wheels turning. The *customer* is the one who really provides our pay check.

The things that make people buy BIRD are the same things that make you decide on one company's product in preference to another's. You look for a fair price combined with good appearance and long wear. So do they.

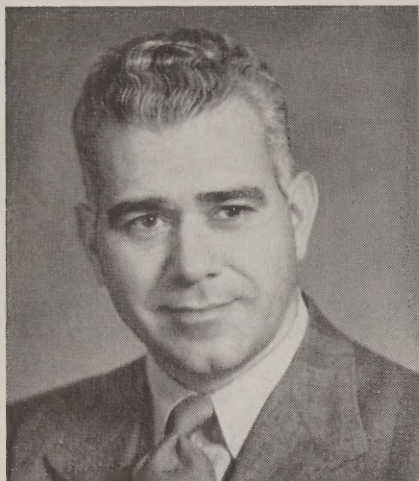
Your job is part of the production effort that keeps Bird quality high and Bird prices right.

Remember the customer. He's the one who keeps us in groceries.

THIS TIME THEY ALL BOUGHT BIRD. The housewife bought a Bird rug. The home owner is having Bird shingles put on his new house. This Pratt & Whitney engine part is going into a Bird shipping case. Will they all buy Bird again? That depends on how this product stands up. The quality we put into our products today affects the sales we can make tomorrow.



Executive Changes, New Posts, Announced



John J. Murphy

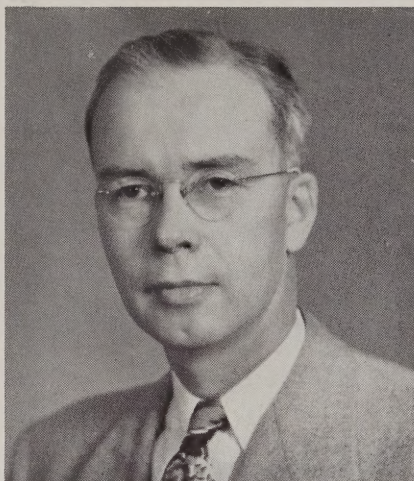
Assistant Director of Personnel Named

JOHN J. MURPHY has been appointed Assistant Director of Personnel as of January 15, 1951. The announcement of Mr. Murphy's promotion was made by Director of Personnel Creighton Hill in conjunction with the announcement of the appointment of E. Russell Pulsifer as Director of the Industrial Engineering Department.

Mr. Murphy comes into the Personnel Department after close association with Bird & Son employees and their problems. He was a member of the Industrial Engineering Department since its beginning in 1947 — and recently its Acting Head. In this work as a job evaluation man he visited plants, talked closely with employees about their jobs. This work included studies at our Massachusetts plants with other men in his department and a solo survey of Phillipsdale and Berry Asphalt Company.

Bronze Star

Before his industrial engineering work, John Murphy worked in the mill. He started there in 1938 upon graduation from college. He was at the Flooring Plant most of this time, with over three years out for military service during the last war. Although he started in the Marine Corps as a private, Mr. Murphy came out a first lieutenant. He served for more than a year as Assistant Provost Marshal of the Third Marine Division and later as company



E. Russell Pulsifer

commander. His outfit saw service in Guadalcanal, Guam, Iwo Jima and the initial occupation of Japan. During the invasion of Guam, Murphy won the Bronze Star Medal for valor in combat. Now as a member of the Reserves, he has just been promoted to the rank of Captain of Marines.

Active in Legion

Mr. Murphy was the first World War II commander of Norwood's Post 70, American Legion. He is now a member of the Legion's state department speakers' bureau, and was a Legion county officer for three years. He is chairman of his Post's veterans' hospital entertainment committee, an activity which has been one of his major interests since the war. In civic affairs, Mr. Murphy is a member of the Executive Committee of the Norfolk County Republican Club. He has served his town of Norwood as a member of the School Committee and as a town meeting representative.

He was born in Springfield, Vermont, in 1916. His parents, both Norwood people, moved back here when John was a small child. He attended the Norwood schools and received his degree in education from Boston College in 1938. There he was active on the debating team and won a state championship later for his debating prowess. He married Cecilia Macaulay, a high school sweetheart, and they have three children. Robert is going on ten, Cecilia is four and a half, and the baby, Jean, won't be two until next fall.

As Assistant Director of Personnel,

John Murphy steps into a newly created position. He will assist the Director of Personnel in all phases of his work. Among his major duties, Mr. Murphy will be working closely with the Foremen and Superintendents in the field of industrial relations.

New Industrial Engineering Head

NEWLY appointed Director of the Industrial Engineering Department is E. Russell Pulsifer, formerly of Lever Brothers Company, New York. Former acting head of Industrial Engineering, John J. Murphy, is at this time named Assistant Director of Personnel. Mr. Pulsifer fills the position previously held by Howard S. Whitney, now Assistant to the Vice President, Paper Products and Felt Division.

Mr. Pulsifer comes to Bird & Son with years of executive manufacturing experience behind him. His most recent position at Lever Brothers was Assistant to the Vice President in charge of production, a position he had held since 1944. He had worked for this company continuously since college.

Industrial Experience

As assistant to the production head of this large soap industry, Mr. Pulsifer's work was closely related to the kind of work he will direct at Bird & Son. There he was concerned among other things with production costs, efficiency standards, material control and job evaluation. His headquarters were in Cambridge until the time when Lever moved to New York. Mr. Pulsifer went to New York with the company and it was from their new headquarters that he came to Bird & Son on January 15.

Is New Englander

Mr. Pulsifer has heard of Bird & Son all his life. He was born in Dorchester, went to Dorchester High, and he and his family have lived in Milton since 1936. After high school, young Pulsifer, nicknamed "Rusty", went to Norwich University in Vermont, where he majored in chemistry, graduating in 1925. He also took a course at the Harvard Business School before going to work. In line with his duties at Lever, in the summer of 1930 he was

sent by that company to Massachusetts Institute of Technology to study textile technology.

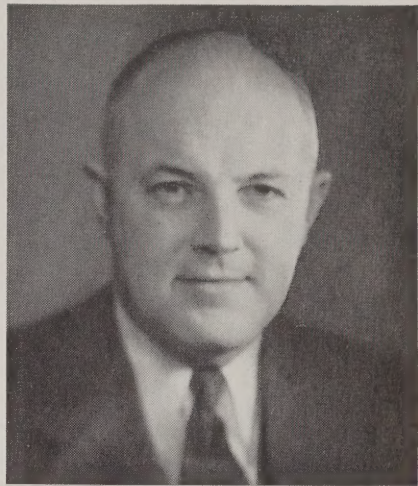
Mr. and Mrs. Pulsifer have three children, Donald, a sophomore at Norwich University; Bruce, a junior in Milton High School; and Jean, an eighth grader. Mr. Pulsifer enjoys sports—plays ball for the local parent-teachers' association team. He is also a hockey and bowling fan.

Coin collecting is one of his hobbies.

In case any like-minded collectors read this, he adds that his specialty is commemorative half dollars. He is interested in stamps and of late he and his wife have joined forces on a hunt for antique glass tumblers.

Outside of business hours Mr. Pulsifer is active in church work and directs a boys' club. He is also past president of his parent-teachers' association and continues his interest in the schools of his community.

Promoted in Building Materials Division



Rogers Weed

Rogers Weed Made Assistant to Vice President Chamberlain

Edmund F. Murphy is Appointed to Post of Northern Division Manager

UNDER date of January 2, announcement is made by Vice President of the Building Materials Division, E. L. Chamberlain, of two promotions. Rogers Weed is promoted to the position of Assistant to the Vice President of this division. Edmund F. Murphy is promoted to the position of Northern Division Manager to succeed Mr. Weed.

Rogers Weed

Mr. Weed has been with Bird & Son continuously since 1927, although he had worked in the mill during the summer before coming here as a Roofing Sales Correspondent.

He was born in Newton, where he went to the public schools. He graduated from Harvard in 1925, and from the Harvard Business School. After being at the Main Office for a little more than a year, Rogers Weed was assigned to a sales territory. He made a success of this work and was brought back in 1930 as Sales Service Manager, then called Chief Correspondent. He held this position until he was made head of the Northern Division in 1938. During the years that he has held this position, Mr. Weed has seen the territory change and grow, so that he has a wide business acquaintance throughout New England and in New York State as well.

Newly Created Post

This is a newly created position which Mr. Weed has assumed. His job

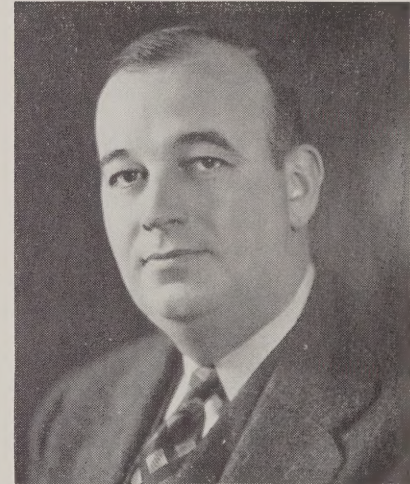
will cover general duties as Assistant to the Vice President.

Mr. and Mrs. Weed live in Dedham and have four children. Patricia, the oldest, is a sophomore at Smith. Marcia attends Beaver Country Day School, while their son, named after his father, is at Roxbury Latin School. The youngest is Virginia, in the seventh grade at Dedham's Ames Junior High School.

Edmund F. Murphy

A native of Walpole and a graduate of its high school, Edmund F. Murphy has been associated with Bird & Son all his life. His father before him had worked for the company thirty-six years when he died in 1917, the year after young Edmund came here as a messenger boy right out of high school. The youth was a messenger for less than a month when he was selected as a Correspondent in the Roofing Sales Division. He later became head Sales Correspondent in the Roofing Division and was doing promotional work for contractors and assisting salesmen to secure new accounts. Mr. Murphy went on the road in his own territory in 1925. He had western Connecticut, with New Haven as his headquarters. Later he was assigned to southeastern Massachusetts. In 1943 when he was selling this section, Boston was given him and he retained part of his former territory as well. At the time of his promotion this year, Mr. Murphy was the Building Materials Representative for the Boston territory.

Mr. Murphy and his wife, the former



Edmund F. Murphy

Mary J. Abely of Norwood, live on Bond Street in that town and have four children. Their oldest girl, Mary Alice, is the third-grade teacher at the Plimpton School in Walpole. Edmund F., Jr., graduated from Boston College in June and would be headed for law school except that he expects to be called into the service shortly. The two younger children are Janet and Eleanor, the former at Chandler Secretarial School and Eleanor in Norwood High.

Sports Fan

Ed Murphy recalls with pleasure the days when he played first base and outfield on the Bird & Son team. He is still enthusiastic about athletics of any kind—as a spectator, he adds.

More Promotions, next page

Norwood Roofing & Flooring Plant Promotions

Walton Made New Production Manager

CHARLES L. "ROY" WALTON has been appointed to the newly created post of Production Manager at the Norwood Roofing Plant. Announcement was made, effective January 2, by E. L. Chamberlain, Vice President of the Building Materials Division. Mr. Walton will be responsible to the Superintendent of the plant for production and labor relations in all departments.

In 1935, Roy Walton started with Bird & Son as a Sample Maker in the Roofing Plant. Two years later he became a Gang Boss in the Finishing Department of this plant, then Leader, and in 1942, Assistant Foreman. He was also a Night Shift Supervisor before being made a Foreman of No. 7 Machine three years ago. He was a Foreman at the time of his new appointment.

Mr. Walton is a native of Walpole and graduate of Walpole High School in 1931, where he was a three-letter man in sports. Before coming to Bird & Son, Roy drove a truck for H. Maynard Gould Company. After he finished high school, he took a course at Bentley School of Accounting nights. Currently he is attending a supervisors' course in industrial and labor relations at Thayer Academy, where he is one of five Bird & Son men being sent by the company. (Nov. '50 Review.)

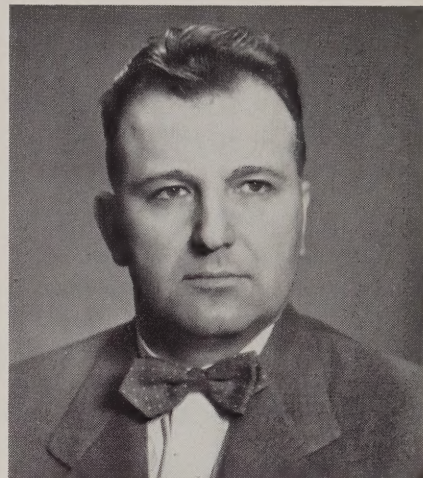


C. L. Walton

Roy and his wife, the former Elin Arnio of Norwood, live in Norwood and have one son, David, 8. The new Roofing Plant Production Manager is still a sports fan and since school has added boating from his cottage at Wareham to his sports list.

Becomes Assistant Process Engineer

ERNEST G. PACIORKOWSKI, formerly Draftsman at the Flooring Plant, has been promoted to the position of Assistant Process Engineer as of January 1, 1951. His duties will involve planning new processes, meth-



Ernest G. Paciorkowski

ods and equipment at the Flooring Plant, under Process Engineer Frank Sutherland.

"Speed" Paciorkowski has had a considerable amount of experience with things mechanical. He is a Boston Trade School graduate, studied at the Franklin Union, was a flight chief in charge of maintenance in the Army Air Force during the last war, and was a Class A Mechanic at Bird & Son before being named Draftsman in 1945. He started at Bird & Son in 1933 and began as Clutchman in the Flooring Undercoat Department before getting into his field of mechanics first as Tractor Repairman.

Community Interests

Outside of working hours, Mr. Paciorkowski takes an active part in community affairs. He is a member of the board of directors of the Community Council for Norwood and of the board of the International Institute, a Red Feather organization. He is a member of the American Legion — was in the Army over four years and served in the European Theater with the Ninth Air Force. Besides these interests, Speed likes choral singing. The Men's Glee Club here in the '30's counted him as a member. Now he belongs to the Polonnaise Choral Society in Boston. Speed also likes and follows all kinds of sports.



'TIS THE SEASON TO BE JOLLY. Part of the Fibre Box Sales Department are here to pose with their pretty tree. From the left: Dorothy Gahagan, Connie Marzuolo with L. S. Wright in back, Genevieve Vitaitis, Ann Smith, Dorothy Mattson, Pauline Rafuse, Marshall Lee, and at right of tree, Priscilla Jenks, Agnes Hefferan and Harold Bonnyman.

Benjamin Franklin wrote: "Only two things in this life are certain — death and taxes." What the taxpayer resents is that they don't come in that order.

Watch Changed to the Burns Agency

ON January 1, an outside agency began to operate the Bird & Son watch service at the Massachusetts and Rhode Island plants. This is in line with a new company policy first started almost a year ago at the Chicago Plant. All former Bird & Son watchmen were placed on production jobs. None were laid off. The new service is being operated by the William J. Burns International Detective Agency.

Uniformed watchmen, hired by and paid by the agency, started covering these plants on New Year's Day. They will be on duty every night, every week-end and every holiday. Almost a year ago at the Chicago Plant, Pinkerton's National Detective Agency, Inc., began providing the watch service there. It is expected that the new setup in the eastern plants will work out just as satisfactorily as at Chicago, where the change was made without difficulty early in 1950.

At East Walpole and Norwood, a supervisor is in general charge. Under him at each plant is a sergeant who supervises the individual watchmen. A



UNIFORMED GUARDS of the William J. Burns International Detective Agency now serve as watchmen in the Massachusetts and Phillipsdale plants. Leo Bamburger, center, is Supervisor in charge of the Massachusetts plants. Robert Campbell and Theodore Smith, shown with him, were on the afternoon shift at the East Walpole plants when this picture was taken.

field supervisor, who has charge of several plants in the area, directs the entire watch service as the executive representative of the agency. At the Phillipsdale Plant the sergeant will report directly to the field supervisor.

A Bird & Son official has been designated in each plant to work with the sergeant on local matters. These individuals are: East Walpole, Robert Holman; Norwood Roofing, Edward Hil-
ler; and Phillipsdale, David Lowry.



NEPONSET CHORAL SOCIETY. Front Row: Walter Rockwood, accompanist; Elizabeth Lee, Eileen Bailey, Barbara Peters, Evelyn Sullivan, Oscar La Voi, Arthur Platt, George Barr, Donald Yankee, Anna Ippoliti, Nancy Fleck and Leonard Weaver, Director.

Second Row: Helen Quackenbush, Mary Petrovski, Barbara Pungitore, Albert Ippoliti, Chester Porter, Edgar Grout, Roy Springer, Thomas Noonan, Annabel Smith and Edith Peterson.

Third Row: Margaret Sullivan, Berniece Potter, Pauline Ransow, Kenneth Smith, Robert Parsons, Edmund Johnson, Henry Plimpton, Beatrice Mayhew, Harriet Dusty and Eva Lindequist.

Fourth Row: Florence MacDonald, Blanche Cox, Viola Buck, Dorothy McEleney, Frances Weaver, Josephine Troisfontaine, Martha McLaughlan, Esther Petroni and Rose Gallazzi.

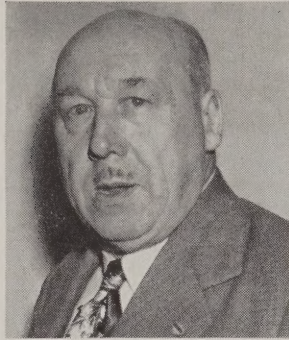
Fifth Row: Eleanor Garland, Irene LeVangie, Harriet MacDonald, Kay Paonesa, Edythe McMullin, Carolyn Parsons and Joan Bristol.

Picture taken following Christmas concert, Walpole High school, December 14. Story, page 8.

Retired, December 31, 1950



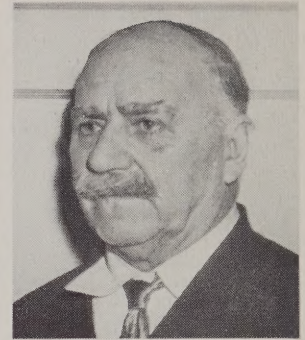
John J. Spillane, 9 Beech Street, East Walpole. From April 9, 1902, East Walpole Paper Mill. Machine Tender, No. 4 Paper Machine for most of his career.



Wacław M. Baranowski, 267 Washington Street, East Walpole. From June 26, 1914. East Walpole Paper Mills. Broke Beaterman for many years.



Felix Iarocci, 259 Washington Street, Dedham. From February 18, 1925, No. 2 Box Shop, International Folder Finisher. Previous record: had worked here at various times since 1909.



James Fabiani, 193 Washington Street, Dedham. From January 19, 1943, Norwood Roofing Plant. Since December 13, 1943, on No. 1 Roofing Machine.



LUIGI CARPENTIERO of the Print Machines at Flooring is proud of these three sons of his, whom he has finally gotten over to America, one by one, from Italy. Left to right: Mike, Luigi, Sr., Joe and Luigi, Jr.



MODE MYERS and his father with the two deer Mode killed on vacation during November. One dressed at 75 lbs., the other at 159 lbs. That's a lot of venison. Mode works at Shreveport.

Unsolicited!

We quote below an unsolicited letter from the Reverend Victor G. Lewis of St. John's Episcopal Church, Boonton, New Jersey:

November 28th, 1950

Bird & Son Shingle Company
East Walpole
Mass.

Dear Sirs:

At a time like this I cannot refrain from writing to say how happy my congregation and I are that we took so great care before we reshingled our Church in the fall of 1949, and finally decided to use the heavy Architect shingle put out by your company. They certainly had a real test in the storm which struck so savagely through these parts last Saturday.

Our Church has a very wide-open exposure on the hillside in Boonton, and on that particular day we were on the windward side of the hill with no protection and got the full force of the hurricane. The roofage area of the Church and parish house is large, with gables and valleys which gave the wind a good chance to find weak spots. However, there was not a shingle moved nor did we have one drop of rain come through it.

The storm was so severe and prolonged that there were probably several vortices during the course of the day, but if one were to judge by the havoc in the block between Cornelia and Church Street where the Church stands one would say that we were in a vortex.

I felt sorry for my neighbors, but it was good to look up and see the roof of our Church and parish house taking the beating so well. I think that from now on we can rest easy when any heavy rain or violent wind strikes this locality.

Very truly yours,
Victor G. Lewis
Rector, St. John's Episcopal Church

This just what we are talking about on page 1 of this Review. You who work in the Roofing Division and who had a part in building the quality into Bird ARCHITECT shingles in 1949 can be especially proud of how this product "took it" in New Jersey's big blow.

Bird roofing products have sold themselves in Boonton, New Jersey. It will be easy to sell future home owners in this area on buying BIRD roofs. And that sort of thing, repeated in many communities, is what brings in the business and makes our jobs steady.

Long Service List

WE give below the names of those whose fifth, tenth, fifteenth and twentieth anniversaries fall during the month of February, and of those who complete twenty-five or more years' service during this month.

Name	Year	Dept.	Years
Henry B. Hartig	2-21-05	Retired	46
Alice E. Nichols	2-27-11	Retired	40
Benjamin R. Taylor	2-16-14	Office	37
Peter A. Nielsen	2-7-16	Retired	35
John E. Curran	2-11-16	Paper Mill	35
William F. Murphy	2-5-17	No. 1 Box Shop	34
Charles D. Rafuse	2-12-18	Retired	33
Steve Druzas	2-16-20	Flooring Plant	31
Vincenz Stankiewicz	2-17-20	Roofing Plant	31
Frank Sutherland	2-25-20	Flooring Plant	31
John Buonpane	2-10-21	Roofing Plant	30
Patrick Maguire	2-21-21	Flooring Plant	30
Justin P. Antonitis	2-23-21	No. 2 Box Shop	30
Thomas A. Smith	2-23-21	Roofing Plant	30
William J. Wosner	2-23-21	Flooring Plant	30
Leslie W. Hall	2-15-22	Finishing Mill	29
James J. Donovan	2-20-22	Paper Mill	29
Arthur F. Johnson	2-5-23	No. 1 Box Shop	28
Joseph Jalea	2-6-23	Retired	28
Leslie H. Fillmore	2-7-23	Flooring Plant	28
Ralph B. Kemp	2-13-23	Roofing Plant	28
Harry A. Dresser	2-19-23	Retired	28
Francis J. Curran	2-23-23	Office	28
Alma A. Walsh	2-26-23	Finishing Mill	28
Michael J. Cronin	2-19-24	Maintenance	27
Elton S. Moore	2-25-24	Flooring Plant	27
Alfonse Sylvester	2-11-25	Finishing Mill	26
F. Howard White	2-13-25	No. 1 Box Shop	26
Howard Hewins	2-14-25	Flooring Plant	26
Felix Iarocci	2-18-25	Retired	26
Frank V. Eisenhauer	2-10-26	Safety Engineer	25
Harvey W. Hayward	2-11-26	Flooring Plant	25
Arthur Wise	2-23-26	Flooring Plant	25
Clayton N. Abar	2-20-36	Flooring Plant	15
Margaret Daunt	2-3-41	Office	10
William S. Cochrane	2-10-41	Box Sales	10
Biagio J. Tronti	2-11-41	Flooring Plant	10
Edward P. Muehlberger	2-13-41	Roofing Plant	10
Erick W. Sundquist, Jr.	2-13-41	Flooring Plant	10
Peter J. Carchedi	2-13-41	Roofing Plant	10
Kenneth W. Pierce	2-17-41	Flooring Plant	10
Thomas S. O'Toole	2-18-41	Roofing Plant	10
Walter Pribis	2-18-41	Roofing Plant	10
Frank D. Byko	2-19-41	Roofing Plant	10
William E. Smith, Jr.	2-24-41	Office	10
James D. Sullivan	2-24-41	Flooring Plant	10
Gerard T. Chisholm	2-27-41	Roofing Plant	10
Edward A. Valentine	2-28-41	No. 1 Box Shop	10
Coleman J. Foley	2-28-41	Roofing Plant	10
James M. Avery	2-4-46	No. 1 Box Shop	5
Margaret V. Ross	2-11-46	No. 1 Box Shop	5
Mildred Shinsky	2-11-46	No. 1 Box Shop	5

PHILLIPSDALE

Willie Banks	2-6-10	Retired	41
Joseph Farrell	2-21-13	Retired	38
Clarence H. Pierson	2-13-20	Plant	31
Manuel Perry	2-24-21	Plant	30
Charles J. McLaughlin	2-18-24	Plant	27
Herbert R. Black	2-22-24	Retired	27
Joseph M. Wynne	2-10-26	Plant	25
Henry W. Gibb	2-26-26	Plant	25
Arthur Hipolito	2-13-46	Plant	5
John W. Clark	2-13-46	Plant	5
Raymond E. Nolan	2-14-46	Plant	5
Joseph Moniz	2-16-46	Plant	5
Michael Pella	2-16-46	Plant	5
Joseph Alves	2-25-46	Plant	5

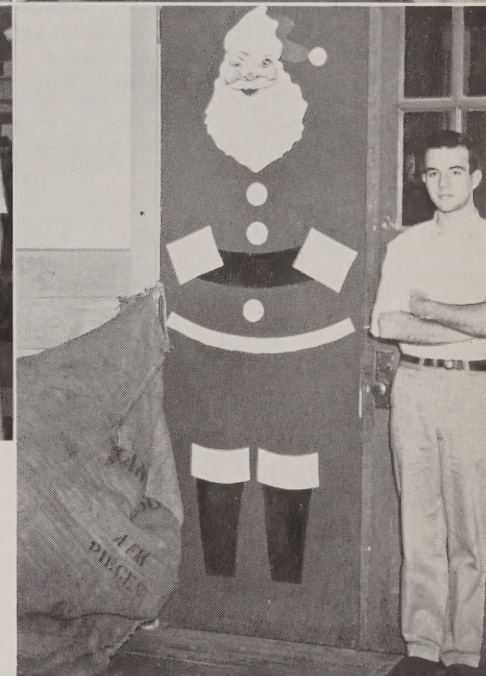
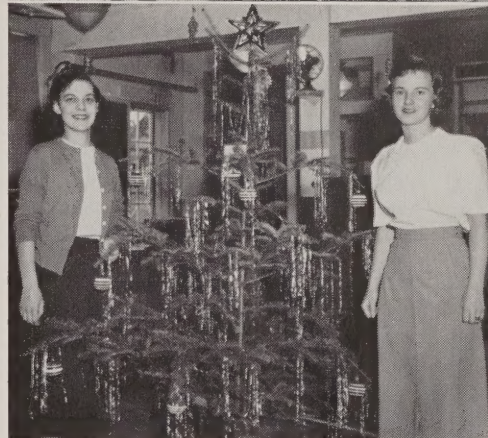
CHICAGO

William W. Wilson	2-9-13	Western Mgr.	38
Ernest Grosscup	2-17-14	Retired	37
Raleigh Stearles	2-2-20	Retired	31
Harry M. Clark	2-1-22	Retired	29
John J. Walsh	2-12-24	Plant	27
George R. McNay	2-1-25	Roofing Sales	26
Levy Hosch	2-12-25	Plant	26
Leonard Miller	2-12-36	Plant	15
Edward Renn	2-25-46	Roofing Sales	5
Raymond P. Coglianese	2-27-46	Plant	5

SHREVEPORT

Bernard P. Soward	2-2-26	Superintendent	25
Joe Gilliam, Jr.	2-18-41	Felt Mill	10
Neill R. McNeill	2-27-41	Roofing Plant	10
Alvin D. Peterson	2-14-46	Felt Mill	5

Christmas 1950 at East Walpole



From the top, left to right: **LOBBY OF MAIN OFFICE**, with Pat McDonald. Tree is birch, painted all white. The whole arrangement was done by Miss McDonald, Receptionist.

CAFETERIA of No. 2 Box Shop, with greetings from Gladys Eklund and Helen Janavicius.

SHOE CARTON SALES and two Christmas belles, Rita Petroni and Jean Patterson.

ADVERTISING DISPLAY has the Merry Old Elf himself on the wall beside their door. Bill Grazado thought him up and he and Frank Molinari and "Skip" Middlebrooke, shown here, made him. The construction involves white cardboard cutouts, attached to a red background.

Living with TV

Television has given parents something else to worry about. They are becoming increasingly concerned about TV's effect on the lives of their children. But it appears that TV is here to stay.

Adults discuss politics or the latest books. Children chatter about the comicbook characters and TV. Television is a part of juvenile life today, says an article in *Better Homes & Gardens* magazine.

The challenge today is how can families live happily with TV. Banning the set will solve no problems. Many families, the article states, use television as a bribe. Others have surrendered to it. "Like the parents of Hamelin, they stand by helplessly while this modern Pied Piper makes off with their children."

One of the problems is how to get the child away from the set. One mother says she always offers something else that is fun to do. Don't suggest he shine his shoes to distract his attention.

The article contends that TV has become the scapegoat for a lot of child-rearing problems. Some children throw a tantrum when called away from the set. TV is not to blame; this is a pretty good sign that something is already wrong.

Some families have regular periods for viewing television. It is enforced not only for the children but the adults, too. After all, children ape grownups. One mother lets her child have neighborhood children in to view a puppet show. The set is turned off when the show is over. Then refreshments are served.



HE BRINGS THE HOUSE DOWN. Bill Damico, right, as the Italian immigrant in a skit put on by the Bird Club Veterans Show, is the funniest thing you ever saw. The officer, left, is Matty Connolly, who wrote the scene. Upstage are musicians "Red" Gugliotta, John Hart, John Lamont and Joe Tomaso.

Banquet Leads Off Full Year for Club

WITH the re-opening of the Massachusetts plants just before Thanksgiving, the Bird Club got off to a late but fast start. Big fall opener was the banquet Saturday night, December 9, at the Norwood Junior High School. It was a Holman's chicken pie supper. Ed Wisniewski, this year's Entertainment Committee chairman, and his aides had to do some hustling to run this affair off so smoothly on such short notice. The good-sized crowd ate well, roundly applauded three of their own members, Charlie Cornelia, Antonio Antonelli and John Delaney, who put on some impromptu musical entertainment, and stayed for dancing afterwards. Vin Perry and his orchestra played for the dancing as well as during the meal.

Members of the Entertainment Committee, which has charge of these all-Bird-Club affairs, are: Edward Wisniewski, chairman; Catherine Bellew, Aldo Bertoni, Carolyn Delaney, John Dziubaniuk, Nancy Eklund, Eleanor Garland, Edward Geraghty, Agnes Kozlowski, Ida Venterosa, Mary Wallace, James Weir and Anthony Utorka.

Vets' Show

Even before the big banquet, the Bird Club, a part of it at least, was putting on an affair. The Veterans'

Entertainment Committee, chairmaned by Bill Grazado, opened their season of visits to hospitalized veterans by putting on their show at the Brighton Marine Hospital. It went over big. The cast, as before, is partly Bird employees, partly people outside the company. They all are talented and enjoy doing the show. Those who entertained at Brighton included: Irene Iafolla, Anna Ippoliti, Matty Connolly, Peggy Hunter, George Wallace, Claire Geary, Joe Tomaso, John Hart, John Lamont, Ed Grout, Frank Lewis, Dolly DeRose, Phil Burket, Vin Perry, Jim Araby, Bill Damico, "Red" Gugliotta, Eleanor DiMarzo, and Dan Sweeney. Chairman Grazado is himself the pianist for the show.

Christmas Concert

After weeks of rehearsal, December 14 was the big night for the members of the Neponset Choral Society. Their Christmas concert at the Walpole High School went off very well. The audience was more than satisfied and the members of the chorus were thus encouraged to go on. Their guest soloist, contralto Charlotte Zimmer, was also well received. Much of the credit for the success and growth of this organization should go to three men—Leonard Weaver of the Roofing Lab, who directs, Chester Porter of Industrial Engineering, who is chairman, and Walter Rockwood, who is the accompanist.

This Neponset Choral Society is not exclusively for Bird Club members. The club sponsors the group but thus far has allowed outsiders in the community to join. This policy has served not only to promote the growth of the chorus, but has helped to spread the name of the Bird Club in this community. New members are currently welcome.

Within a short time the Neponset Choral Society, at the invitation of the Veterans' Entertainment Committee, will sing at one of the veterans' hospitals. In the spring they will present another concert for the public.

Children's Party

By 9:30 on the morning of December 16, a Saturday, the Entertainment Committee had dragged its several selves out of bed and to the Park Theater in East Walpole. Those of them who didn't have any small children in the family, that is. The others whose young fry were coming to the Bird Club Children's Christmas Party had probably been up for hours. The chil-

BIRD

dren continued to pour into the theater, even past show time at 10 o'clock. The place was packed, but they had a good time watching the movie and then afterwards filing out to receive a gift and candy.

This Children's Christmas Party is one of the most popular features of the Bird Club calendar. There are rumors that the Entertainment Committee plans to run two shows next year. This year the requests were many times greater than the number of seats in the theater.

Tri-Mill Sports Notes

By FRANK NYBORN

WITH cold weather setting in, there still is a considerable amount of work to do around the clubhouse. Repairs are needed on the bridge, the clubhouse shutters, skylight and so on.

According to Bennie Baranowski, a 29-inch pickerel was taken out of the river recently. Quite a fish. Ben shot several ducks up in the marsh.

Bill Mark reports having seen several wood ducks in the vicinity of the island. Wood duck now are protected by law but expectations are that the ban will be removed before too long.

We hope to put out feed for game and song birds this winter.

Have you seen the new Tri-Mill Sports Club shoulder patches? They look quite snappy! Badges are available at 75 cents each to persons having membership in both the Bird Club and the Tri-Mill Sports Club. See any of the club officers or the Sports Club reporter.

Cribbage

By HERMAN NORDSTROM

THE first cribbage party of the 1950-51 season was held at the East Walpole Brigade Room, December 14. There were only fourteen players present due to the fact that too much was going on that night.

Winners of cribbage were: George Gross, FBM; William Mattson, EM; and Everett Rockwood, DPM. Winners of baskets of fruit were: Gus Farris, FXR; and Earl Bradley, AF. The January party was held on the 11th. Report on this in the next issue.

CLUB

President John McDougall Comments on Club

THE hall over at Brighton Marine Hospital, in spite of TV competition, was well filled with patients and their friends the night our Vets Show visited them. They liked the show and stayed, even when the Milton Berle show came on.

We hope the Neponset Choral Society's concert last month will become a permanent part of the Christmas season.

Your Bird Club Council is going over the by-laws and making the necessary changes to bring them up-to-date. Steve Cavanaugh is the chairman of this committee.

Wesley Beaulieu, retired Assistant Auditor, is the chairman of the Old Timers Club for retired Bird Club members. He reported at the last Bird Club Council meeting that he was getting out some letters to members and hoped activity would be starting soon.



I am glad to give a boost here to the new course just started in Rifle Marksmanship under the sponsorship of the Tri-Mill Sports Club. There's a good sized registration already. Don't forget that this includes ladies too. We are very fortunate as a club to have a fellow like Larry White to run this course for he's a firearms expert.

The Entertainment Committee pulled off two big jobs on very short notice, and both with very successful results. Chairman Ed Wisniewski and his committee put on the Bird Club banquet, Saturday night, December 9, at the Norwood Junior High School, then turned around the next week and ran a jam-packed Christmas Party for Children at the East Walpole Park Theater on Saturday morning, December 16.

I know there is plenty of "ham" in Bird Club members after watching some of them in action at the banquet. Here's hoping Joe Coburn of the Dramatic Club gets plenty to work with. Bowling is wonderful exercise. When the Men's Bowling League opens at the Sport Center, January 3, I hope they are not all exercised out after the first night.

I was looking over the table tennis tables at the Tower Room the other day, and they all are in good shape. We have a new chairman this season, John Woloshyn. I understand he plans to get going sometime in January. We

hope more girls will participate. You know, it is good for the figure . . .

Yours,
John McDougall

Men's Bowling

By EVERETT FULLER, Chairman

MEN'S bowling started at the Norwood Sports Center on January 3. This will be a shorter season than we have had other years, but we are looking forward to a good season with high interest.

With one exception the teams are the same as last year, although we expect to see some new faces. We welcome back into the league the Floor Covering Machine Shop with a new team. Captain Billy "The Hat" Mingels is one of their key bowlers.

Girls' Bowling

By BERNIECE POTTER, Chairman

SEVEN teams are competing in the Girls' Bowling League of the Bird Club. First report of teams and standings is given as of December 26. The league meets every Tuesday night at the Norwood Sports Center.

Team and Captain	Pts.
Lucky-Five, Marion Kelly	13
Hurry-Hurry, Mary Nicastro	13
Solids, Helen Quackenbush	10
Phantoms, Enie Geraghty	9
Gee-Cees, Mary Moylan	8
Mix-Ups, Edythe McMullin	4
Bottoms-Up, Mary Wallace	2
Satan's Halos, Ida Venterosa	1

(More Bird Club News, page 20)

Left: BIRD CLUB CHILDREN re-enact a scene repeated thousands of times throughout the land at Christmas time. These children, absorbed in talking to Santa, are at the Bird Club Children's Christmas Party.



Right: WHA-JA-GET? After the movie, gifts and candy were distributed to the children, which they have to look at before they get very far towards home.

Milling Around

MAIN OFFICE AND SALES

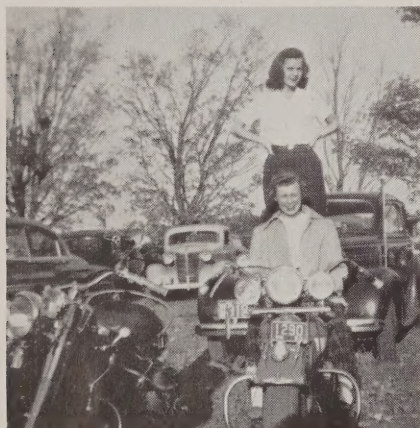
JULIA SMITH	DOROTHY MCELENEY
SABINA COSTELLO	JULIA LEWIS
LOUISA GRAHAM	WILLIAM GRAZADO
RAYMOND CASE	MARY McDONOUGH
PAT McDONALD	

The L. G. "Bud" Williams have a new daughter, Katharine, born Thanksgiving morning. They already have a little boy.

Being a bridesmaid at Marion Seastrand Lewis's wedding must have made Patricia Curran matrimonially inclined. The next week she came in to work with a nice new diamond. The lucky fellow is David Crowley of Roxbury.

Stenographic welcomes Barbara Hanks.

Natalie Smith Lydon, formerly of the Personnel Office, dropped in one day with her three children, Judith, about three or four, and twin babies, a boy and a girl.



SMILING MOTORCYCLISTS are Jean Reid, top, and Helen Cullen, seated, both from Main Office Payroll Dept. They posed on the "iron horse" while attending the motorcycle races this fall at Dover, New Hampshire.

J. A. Shelley, Traffic, moved from Norwood to East Walpole in November. Says he hopes to keep in trim by walking to work.

December was quite a car month. We note the following:

- C. A. Sumner, new Buick
- J. C. Rambeau, new Buick
- A. H. Anderson, new Buick
- Roger Anderson, new Buick
- Ray Case, (new?) 1948 Studebaker

Barbara Hawkes is now in Freight Accounting.

Herb Schaiher's family has some baby hamsters. By the time you read this there should be some interesting stories from Berwick Place.

Dec. 13, 1950. Arthur Mellin became a grandfather for the second time. It was a boy, Richard Arthur, for Dick and his wife at Pensacola, Florida.

Frank Molinari and bride are living in the new house they bought on Pocahontas Street, Walpole.

Transferred from the Finishing Department office at the Flooring Plant is Eugene Pudsey, now of the Cost Department.

Charlie Makarevich went first class on a recent business trip to New York and Philadelphia, traveling down by train and back by air. But he went shopping, of all places, at a slot machine where he bought a necktie.

Our sympathy is extended to Mary Geary and family in the loss of her father.

We welcome Joe Peattie who has come to work in the Mail Room. He has taken over the duties of Dick Mansen, who is now working in the Shipping Department at No. 1 Box Shop.

Dick Hazlett, Messenger, is going to Northeastern University two nights a week. This way, Dick says, he'll get his degree in six years.

Notes from "across the street":

Nov. 15. Many of Bird & Son's golfers and would-be golfers attended the Walpole Country Club banquet. Congratulations to Peg Delaney who won the trophy for runner-up in the championship for Division B.

Nov. 24. Pleasantly surprised to see Ted Washburn. Ed Miller and H. P. Morton at the Main Office.

Nov. 29. Anne Lindsay, Mary Bannon, Carolyn Delaney and Pat McDonald visited Winnie Rhind. Win wants to be remembered to all her friends and wishes them a Happy New Year.

Dec. 13. Dick Mansen, Messenger, left to work at the "new" Box Shop. We'll miss Dick but wish him success on his new job.

Dec. 27. Best wishes to Harriet Phelan, who just received a diamond from Jim Conrad, Roofing Salesman.

Mary Kelleher's many friends are glad to know that she is doing well after her before-Christmas heart attack. Eleanor Morse had Christmas dinner with Mary, who is Mr. Sawyer's secretary, in Mary's room at the Peter Bent Brigham Hospital, Boston.

Kay Gullich was a very busy young lady when her fiancé, Ralph Williams, formerly of Roofing Shipping, was home on a Christmas furlough from MacDill Field, Florida.

New television owners are Herb Schaiher of Credit and Bea Lindquist of Billing.

Mary Healy received a G.E. portable for Christmas from the Big Moment.

Members of Billing visited Helen Murphy (Walsh) in Norwood on December 18 for an oldtime get-together.

Marion Smith is sporting a new 1950 Plymouth (since last spring, but new to us)!

Joe Erker danced at the recent Christmas parties. It was noted that Arthur Mellin can dance too. Both these gentlemen usually forego these pleasures.

Evelyn Demers received a 45 L.P. record player for Christmas.

Jimmy Johnson, Roofing Messenger, was interested in meeting Eleanor McClintock, new Office Messenger. This came about

when they walked into each other, full tilt. Elly feels that he made quite an impression.

Allan Jones has moved into his new home at 13 Pilgrim Way, East Walpole. Norwood hates to lose you, Allan, but good luck to you and Barbara.

A very cheery welcome to Mary Ellen Rooks to the Cost Department.

Colleen "Connie" Blake spent the Christmas holiday at her home in New Gloucester, Maine.

The Cost Department held its Christmas luncheon the Friday before at the Norwood Manor. Christmas carols were sung to the fine accompaniment of Allan Jones. Another surprise feature of this party was a shower (from the girls in ACM only) for Herbert Church. Herb didn't believe it when we told him we would have one for him and was his face red. You were a good sport, Herb, and that's what we like.

Bill Marland is sporting a gray '51 Ford.

Sympathy is extended to Ed Grout on the loss of his father on January 6.

PAPER MILLS

THOMAS FLOOD	PETER GLEBUS
EDWARD GERAGHTY	CHESTER AMBRUSKEVICH
FRANK NYBORN	CAROLYN DELANEY
EDWARD WISNIEWSKI	NINETTE PETRONI
EDWARD POWER	ELNA GOTTBURG

There will be no meat shortage this winter at the Harold Peterson household. Peterson (Finishing Mill) shot his deer in Maine this fall and with meat prices the way they are, that's nice going.

There's a sparkler in the Finishing Mill Office on the finger of Ninnette Petroni. The other half of the combination is Chet Grusheski, Paper Mill Stock Transfer Department. Our best to you both.

Word was received by Jerry Collins of the Boiler Room that his son, Jerry, a sergeant in Korea, had been wounded.

Joe Coburn spent part of his vacation working on his new garage.



FLORIDA VISITORS from the Main Office are Kay Gullich and Connie Blake, snapped at MacDill Field, Tampa, where Kay's fiancé is stationed. Here, Kay is standing by the bride's gate which leads to the bridal chapel. Connie, kneeling, has an authentic tropical background, including a real banana tree.

Most of the Laboratory boys "shot the works" recently in town. A delicious supper and a good show will long be remembered.

Karl Larsen is another ardent TV fan. Karl likes sports, his wife likes music. So they compromise by turning on shows like "Howdy Doody" for the children.

Hermon Barker spent several days on a business trip to Chicago.

Eileen Bailey, Finishing Mill, received a diamond for her birthday November 26. The lucky man is John Kuszynski of Norwood. Congratulations to you both.

Bill Stillman has joined an evening course in cabinet making at the Norwood High School.

Donald Brennan and Bill Swinnerton think nothing of driving to New Brunswick for a week-end. Seems like a long way to go calling.

Is there anything anybody wants less than a Christmas tree after Christmas? Ask Leo Murphy. He was selling them for the holiday.

The happiest man in Maintenance is Pat Curran, proud papa of a new daughter. He doesn't even mind baby sitting — yet.

We welcome Martin McDonagh and Bill Costello to the Maintenance Department.

Jimmy Barnes lost his mother in December. The sympathy of everyone in the shop is extended to Jimmy and his family.

John Lobisser is riding around in a pea-green Chevrolet club coupe. These young fellers are getting pretty classy!

Meanwhile, Herb Palmquist is piloting a new model of the same make in fire chief's red.

Friends of Edna MacCallum, formerly of Finishing, will be sorry to learn that she lost her father the week before Christmas. He lived in Prince Edward Island and she had a rough time driving down from Maine during one of the worst storms of the year.

Mike Cronin has been out sick. Hope to see you back soon, Mike.

Bob Angus was held up by a thug while working at a gas station on Route 1 several weeks ago. Bob is not ashamed to admit he was SCARED.

Ed Costello is taking an evening course in chemistry at Northeastern. Karl Larson will soon join him.

Martin Bowers and his wife are the parents of a second son, born December 20.

We wish to extend our sympathy to Anisim Nikituk, whose wife passed away in November.

Frank LaCivita is the owner of a new Mercury.

Belated wedding congratulations are extended to the former June McDermott, who was married to Edward Petrovick in September.

The latest offering to be brought to Kay Niden in the Maintenance Office is a 15-pound hambone, purportedly for the dog. Some time ago her pals had laid out on her desk a quite-dead fowl, or the feet thereof. How to keep the girls happy!

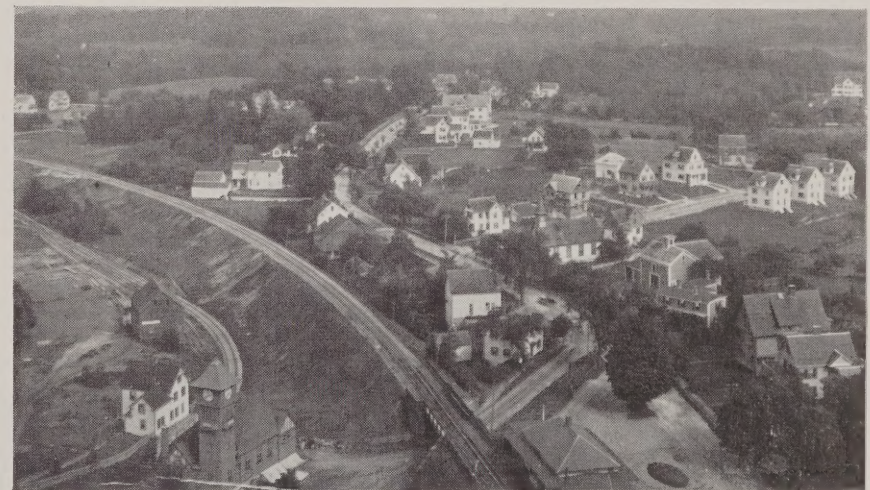
Eddie "The Meticulous" Power is ambidextrous. You should see him work or write with either hand.

More Old-Time Pictures

These two local scenes of nearly fifty years ago and more were kindly loaned to the Review as a result of the printing of old-time pictures in last month's Christmas Review.



EAST WALPOLE SQUARE in 1884. This barn housed the mill horses and wagons used in those days to carry Bird products to nearby railway stations and to Boston. (Picture courtesy of Leonard Bartlett)



EAST WALPOLE as it appeared about 1905. Those who know the town will notice that the East Walpole library building was then a church and that Rhoades Avenue and Fuller Avenue had not yet been built. (Picture courtesy of Frank Larrabee)

John Folan lost his roof in the fall hurricane. But our John is not worrying. He's got insurance.

Our get-well wishes are sent to Clemens Kaseter, who is recuperating after an operation.

Tough luck struck Charles Bailey and his family. His house in South Walpole was gutted by fire just a few days before Christmas.

New people keep discovering how much fun they can get out of photography. Earl Fuller is one of our latest shutterbugs.

NO. 1 BOX SHOP

JOHN P. WALSH	LORRAINE OLSON
RAMONA CHICOINE	EDWARD PADUCK
CATHERINE BELLEW	KENNETH HOUGHTON

Norma Disnard has moved into her new home on Carpenter Street in Walpole. She was in just in time for Christmas.

Julia Alukonis is welcomed back after a long illness.

Angela Daly left the Office to be a housewife shortly before Christmas. Her friends

here gave her a money-tree as a farewell gift and the girls dined her in style at the Abner Wheeler House.

Janice Roberts is welcomed in the Office, taking Angela's place.

New worker in Bennie Baranowski's department is Al St. Cyr, transferred from being a Messenger at the Roofing Plant.

Irene Shimsky is sporting a beautiful diamond received from Robert Beaulieu of North Attleboro. No date has been set for the wedding.

The Shipping Room welcomes to our department seven new men: Sylvio Capone, George Morris, Thomas DiCicco, Robert Sampson, Richard Mansen (transferred from Main Office Messenger), Nicholas Cassidy and John Jones.

Henry Doudie spent the New Year's week-end with friends in Hamilton, Ontario.

Kenneth Houghton has been sentenced to 30 days—as juror for the January civil session for Norfolk County.

DeWitt Lambson, John Wraga, Richard Bell and Eddie Ceglaski are new men welcomed to the Corrugated Finishing Department.

Santa was very good to Frances Penza. She received a television set. He must have heard her singing, "I want a television Christmas."

Our best wishes for good luck go with Bob Eklund, who has left for a new job.

Caroline LaCivita is learning to drive. We warn you all to let her go first when leaving the parking space.

Fifi Illingworth, daughter of Laura Illingworth, would like to thank all the thoughtful people who remembered her while she was in the hospital.

NO. 2 BOX SHOP

BARBARA COYNE JOHN MCGRATH
A. D. SMITH BERTA WHITE

Frank Swierk is the proud father of a girl, born December 13.

Joseph Ralkavich has moved into his new home at 16 Bullard Street, Sharon.

Belated congratulations to "Boots" Barrett, whose new son was born on October 27.

Byard Bennett is enjoying his new Capehart television.

Bob Conant recently passed the 5-year mark with Bird & Son.

Billie Madusky doesn't believe in keeping one car too long. He is now driving a two-tone green and black Ford Crestliner.

Minty Saulen's new baby daughter was already a month old on January 8.

Our sympathy is extended to Charlie Shusta, whose father passed away in November.

Daniel and Mrs. Delaney rejoice over the birth of a son, Daniel Henry, Jr., on December 3, at the Norwood Hospital.

Another new parent is Robert Collins, whose addition to the family arrived on the 22nd of November.



ED BIGELOW'S CHILDREN, taken on an excursion boat while the family was on a trip to Niagara Falls. Bob is 12 and his sister Donna is 8. Their father works at No. 2 Box Shop.

ROOFING MILL AND OFFICE

ARTHUR MCKENNA ROGER PERCY
LEONARD WEAVER JOHN FOLAN
LOUIS SILVESTRI VICTOR NARCISO
JOSEPH NEVINS JAMES MURRAY
JOHN HUTCHINS WILLIAM STEWART

Tom Smith became a very proud grandfather recently.

John Famolle is now a resident in the new Norwood Veterans' Housing Project.

We neglected to report in the November issue that Michael Benedetti had taken unto himself a wife. The newlyweds spent a pleasant honeymoon in the Nation's Capitol. Our belated congratulations and best wishes for a long happy life.

It was rather a shock to learn that Bert Bamford had been very seriously sick in the hospital. He is now home, however,

and coming along much better, we understand. We're with you, Bert.

Frank Forrest has acquired quite a reputation as a teller of tall tales. So some of the boys are a little dubious about the story he told of how to mesmerize chickens. Huck says he learned how while working at a poultry dressing plant. He has informed the skeptics, particularly Martin O'Brien, that he will gladly give a demonstration. (Who furnishes the chicken?)

Readers of the Boston Globe of November 30 may have seen the story on the editorial page of how Matinicus Rock Light battled through the big storm of November 25 and 26. Ed Hiller's son, Engineman Stanley Hiller, USCG, was in charge of the light, which is 30 miles at sea off Rockland, Maine, at the time. The seas were so rough that four heavy panes of glass in the light, 90 feet above the sea, were smashed. Stanley and two seamen were forced to take refuge in the tower when the water made their regular dwelling untenable.

Charlie Matthews is back in the fold after spending a pleasant week in Baltimore. At this writing, he is also sporting a new mustache.

Peter Carchedi is very pleased with his newly acquired '49 Mercury.

Sally Hooper (Lambert that was) left the Office to take a position as secretary to the sales manager at the Holliston Mills in Norwood. She was presented with a purse by her co-workers.

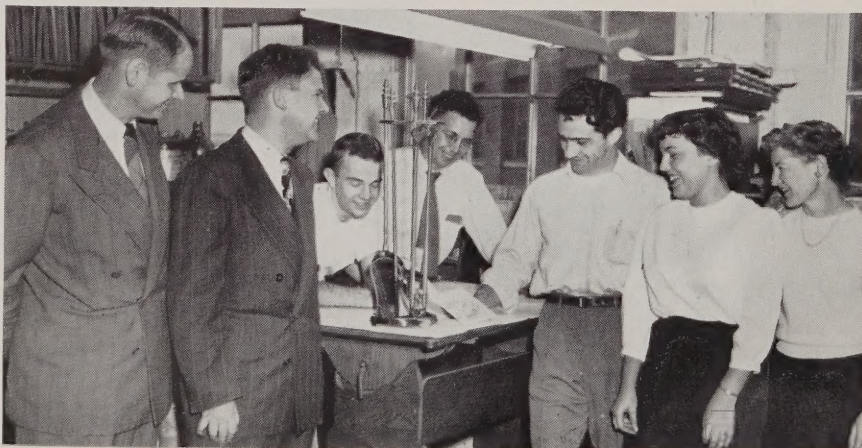
Back in the Office after six months' absence is Dotty (Dargan) O'Toole. Welcome back, Dotty.

Al St. Cyr, Messenger, left us for a job with Ben Baranowski at No. 1 Box Shop. We wish him the best of luck.

Did you see the cartoons by John Maleiko of No. 9 Machine which were posted around Christmas time in the cafeteria? He draws cartoons which appear in the Review also from time to time.

Jimmy Johnson of Norwood is welcomed as the new Messenger.

Photographic Christmas cards are fashionable these days. Bill Price and Carroll



FOR THE BRIDEGROOM. Surprise gift of a fire set for his new home is presented to Frank Molinari by the Advertising Display and Sales Promotion Departments. He was recently married to the former Marion Ellison of Walpole. Well wishers are W. E. Wakefield, Russell Bayley, Elliott Middlebrooke and William Grazado, from the left. The two girls at the right beside Frank are Phyllis Allen and Margaret Owens.

Homan made some good ones of their children, doing the entire process themselves.

Sympathy is extended to Ed Jones because of the loss of his father in December.

Harry Conant is joining the camera cult. He recently acquired a Bolsey 35 mm. and is forming plans to build a dark room.

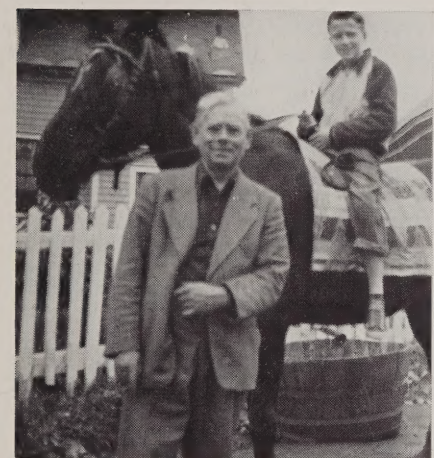
Bill Hail is the very proud father of a nice little baby girl.

Vincent Cappuccio after thirteen years is again a proud daddy. It's a boy.

Eddie Carberry is not passing out cigars because it was an 8-pound baby girl.

Frank Pennacchio is sporting a 1949 Nash sedan.

Herbie Snell is about to move into his new seven-room house in Plainville.



CAPE BRETON COWBOY is the title Angus Boyle wrote on this picture taken during his vacation Down East. Angus, however, had to catch the horse before the young rider could pose with him.

Al Carlstrom within a month or so should move into his new home on Park Lane, East Walpole. Welcome to Walpole, Al.

Tony Campisano has purchased a 1950 G.E. television set.

David Ross, newcomer to the Granule Plant, is a former member of the New England Champion Soccer Team.

At this writing, David Harris is at the Pondville Hospital. Hope you get better fast, Dave.

Joe Savino is now a Walpolite. He has recently moved into his new home in Joe Lorusso's development off Common Street.

FLOORING MILL AND OFFICE

MATTHEW CONNOLLY	DOROTHY HAWES
RICHARD ELLIS	JOHN GROVER
JAMES CONNOLLY	FRANK KARSHIS
CHARLES COBB	STEPHEN WOSNIAK
ROBERT TAYLOR	LEO PADDUCK
WILLIAM CHERRY	S. F. CAVANAUGH

For the George Grovers it was quite a Thanksgiving Day. Mrs. Grover presented George with twins, both boys. But that's not the whole story. This was the Grovers' second set of twins!

Something is always happening to Al Trask. This time he really "blew his top" or the car did. The night of the near-hurricane in November as he was driving his convertible and lowered his window to signal a turn, the wind suddenly went POOF and actually blew the top off his car.

Nap LaCasse has bought a new home on Irving Street, Norwood.

We hope Axel Kollanus and John Fruci will soon be back to work.

Uncle John Grenkevich is willing to buy a good watch dog since his home was entered. The thieves had the nerve to take his paycheck before he endorsed it.

Veteran deer hunter Mike Stellman and beginner Stanley Hayward each bagged a doe in the wilds of Maine.

In Navy uniform, Charlie "Sibi" Mills paid a surprise visit to the Finishing Department. He is temporarily stationed at the Chelsea Naval Hospital. He is a Pharmacist's Mate.

Gordon Finch abandoned residence in Norwood and is now happily settled along the banks of the Charles in West Roxbury.

The boys in Undercoat would like to welcome Milton Steeves, Ernest Dow, George Jackson, Robert Clark and Edwin Burrows.

Gene Sellers and Dick Wehmas were lucky fellows to obtain apartments for their families at the new Veterans Housing Project in Norwood.

We are sorry to report that James Porter fell and broke his arm while moving rolls. Speedy recovery, Jim.

Who stole the coronation stone from Westminster Abbey? During the first flurry of accusations of all loyal Scots, suspicion pointed across the Atlantic to the vicinity of Westwood, Massachusetts, where there was discovered a fine-looking stone forming the front door-step of one John McDougall.

Dan McAleese has left us for the U. S. Navy.

Walter Adamonis is seeing the world with the Air Force, if we can judge by the cards we receive.

Some kind soul sent Pete Craven and Dan Jagatta a Christmas present reminding them of their recent employment on the railroad. It was a shiny spike.

We wish William Simmons well in his new enterprise. He has left here to devote full time to his machine shop.

Carl Hamilton received a letter from our former Review correspondent, Pvt. William Melish, stationed at Warren Air Force Base, Wyoming. He says he likes the Army and the schooling he is receiving.

Brown Jankowski got his 150-lb. deer the first day of the season. But, he can't prove it by us—we are still waiting for our venison sandwich.

For your information William Cherry is new correspondent in the Undercoat Dept. You have already read some of his notes in this issue if you have read this far.

Owner of a '51 Chevrolet is Pete Karakota. Parting with his '38, he says, was like

discarding a comfortable pair of old shoes.

Sorry to lose that old master of the playful pun and friendly ribbing, Matty Connolly, as Review reporter. Matty, on withdrawing, explains that one Connolly can on-aly do so much! He did write notes for this issue, however.

In Matty's place we welcome Steve Cavanaugh. He will have the same beat, though he's located at the other end of the street, so to speak.

Eddie Wosniak has moved to Norwood's Veterans Village.

Hard luck continues to hound Felix Counter, who is again in the hospital.

Bob Grover, skier, skater, hunter, fisherman, horse lover, dog fancier, and man about the Flooring Lab., has been acquired by the U. S. Government to ease the tenseness of the World Crisis. Bob reported for active duty in the U. S. Army in Boston on January 10. Good luck, Bob. We know you'll make a great soldier.

We missed our old friend Ed McLean, Springfield's gift to the Design Department, during his somewhat lengthy illness, but are glad to report he's able to be back to work again and rarin' to go.

Patricia Haste and Florence Murray were already prospecting for snow up in Jackson, N. H., last month. They are hickory and ski-pole enthusiasts from way back.

Stan Hayward bagged a deer with Nelson Phillips's rifle. Thought—Is it the man or the rifle?

Nick Connolly, formerly of the Finishing Department and now one of Norwood's Finest (police, that is), visited his old friends recently.

We welcome a newcomer to our Research Lab, in the person of Henry Seavey of Westwood. Henry is a Northeastern Cooperative student.

Bob Doucette, Messenger, was out sick for quite a while, but we hope he will be back soon.



O'TOOLE HEIR. Little Michael J. is the son of Dorothy of the Norwood Roofing Mill Office and Thomas of Shipping of the same plant.

PHILLIPSDALE

REXFORD H. SALISBURY
MANUEL OLIVER

DAVID S. LOWRY
ARTHUR TRUDELL

LESLIE E. HOWARD
ROBERT CROWLEY

Adolph Adamonis

WE were all greatly shocked at the death on December 18 of Adolph Adamonis, one of our retired employees.

Adolph worked with us from December 1920 to June 1949, when he was retired. He worked here in the Beater Room. Previous to this time he had worked in East Walpole. His service with Bird & Son was a long and honorable one. We extend our sympathy to the members of his family.

Standings Change As Bowling Season Moves on

THERE have been some changes made since last month in the standings of the teams in our bowling league. The Office has been knocked out of first place (only temporarily, they say), by the Millwrights, and the Insul Board team has dropped from second place to fourth. The highly rated Machine Shop has proved quite a disappointment or at least has run into stiffer competition. At the present moment they are holding up the league. The standings as of December 13 were as follows:

	Won	Lost
Millwrights	30	18
Office	29	19
Engine Room	28	20
Insul Board	23	25
Yard	18	30
Machine Shop	16	32

Gil Dias still has the record of the high single with 151 and John Cyronak



WELCOME, STRANGER. Willie Banks, retired, formerly of Phillipsdale, shakes hands with friends, George Condry, left, and Paul Knight, right. Willie lives in California, but drove East this summer for a visit.

still has the high three total which he increased from 380 to 383.

Joe McBride has climbed up into that select group who average over 100 with an average of 100 12/35.

Phillipsdale Notes

We are sorry to report that Leo Sullivan is still sick. He is home from the hospital for thirty days and will have to go back again. Some of the boys from Insul Board Finishing went to see him during the holidays.

It seems that Joseph Tremblay of Insul Board Finishing is having trouble getting a Christmas tree and he tells Tony Tameo about it. Tony tells him to come with him and he will show him where he can get a good one cheap. Joe picks out one for \$1.50 and then finds out he doesn't have any money, so Tony pays for the tree. On their way home they run out of gas and Tony has to pay again—\$2.50. The next day Joe tells the gang about the Christmas present Tony gave him.

Ed Smith, Saturator Operator, has taken up installing television antennas for his hobby. First class work guaranteed and also a good discount on the material. He has put up several already and everyone speaks of the good job. Ask Bob Crowley and Henry Dutra about the work done for them.

John Clark is on his new job as Oven Operator. John ran into a little trouble trying to open the big oven doors so his friend Carl Horton gave him a hand. When those two boys put their weight together, the big door opened very easily.

We are sorry to hear that Joe Andrews of

the Insul Board Plant is leaving us. Joe has been with us eight years working on the Board Machine. We wish him the best of luck in his new job.

Freddy Matthews has finally got his driving license, passing his road test with flying colors. That is, that's the way we understand it. It seems while on his test he did not stop at a stop sign, but he got away with it. Fred thought that since a stop sign was on a hill, it would be best not to see it.

Congratulations to Manuel Rebello on the addition to his family—a baby boy born December 13 at the Roger Williams General Hospital.

Retirees who have visited the mill this last month are Charlie Cyronak, Jimmy Kuzmich, Charlie Smith and our regular George Hawley. We were glad to see them and wish more would come over and visit.

Les Howard expected to visit his son Christmas week at Camp Pickett, Va.

Frank Reed, Fred Matthews and Ed Vatcher went to a party at Norwood in Frank's car. After bringing Ed Vatcher home, he could not get the car started and Frank and Fred spent the early hours of the morning calling for help. All is well now, however.

Ed Boisvert, John Arruda and Henry Lourenco went out on a party after frost fish. We were told they had a wonderful time even though returning minus the fish.

Ed Vatcher's boy has been made a master sergeant in the Army Air Force at their base in Newfoundland.

We are very sorry to hear of the death on December 17 of Al Dyson's father.

Belated congratulations to Manuel Goulart on the birth of a daughter, Judith, on August 31. Mrs. Goulart worked with us in the new mill during the war.

Our sympathy is extended to the family of Joe Rubi on the recent death of Mrs. Rubi's father.

Al Perkins' son is in the Navy at the Great Lakes Training Station.

No doubt there are many other sons of our men in the armed services, but we do not hear of them. We would like to hear who they are and get pictures of them, if possible.

Acknowledgments

Your kind expression of sympathy is deeply appreciated and gratefully acknowledged.

Mrs. John C. Slater

The family of Adolph Adamonis acknowledges with grateful appreciation your kind expression of sympathy.

The Adamonis Family
Phillipsdale

(Other Acknowledgments on page 19)



Reprinted from Cosmopolitan

Sales Promotion Manager Leaves for Army

ALTHOUGH it was one of those rushed weeks just before Christmas, some fifty people drove to the Lafayette House the evening of December 12 to wish Sales Promotion Manager William E. Wakefield farewell. Bill was to leave for active duty on January 2, so time was short.

Seated at dinner with Mr. Wakefield at the head table were his wife; Mr. and Mrs. Herbert W. Lewis, his wife's parents; Mr. and Mrs. Alfred Berglund; Vice President E. L. Chamberlain, and Building Division Sales Service Manager Henry Davis, who was master of ceremonies. The other tables were filled with friends not only from Bird & Son but from the advertising and printing business as well.

Ceremonies included the delightful

presentation of a joke gift by MC Davis, followed by Mr. Davis' introduction of a few of Bill's associates, who made short speeches. These included Eli Chamberlain, Harold Bonnyman, Wylie MacIvor, L. G. "Bud" Williams, "Al" Berglund and Frank Christian.

The real gift of the occasion, from many who were not able to be present as well as those who came to the dinner, was a purse. This was presented by Elliott Middlebrooke, young member of the Advertising Display Department.

Mr. Wakefield replied warmly to these gestures of friendship and esteem.

Lt. Wakefield is assigned to Fifth Army Headquarters in Chicago. Mrs. Wakefield, with their year-old son, hopes to join him later.



IT WAS A PLEASURE. Bill Wakefield says thanks for the party, gift and good wishes of many people as he prepares to polish up the silver bars and pin them on again. Seated at his right is his wife.

In Military Service

THE following names are added to Bird & Son's growing list of men who have left for military service.

The Review will be glad to receive pictures of our service men and any information as to their whereabouts and doings in keeping with security regulations. In this way those both in and out of the service may be helped to keep in touch with each other.

Richard W. Barris	No. 1 Box Shop
Michael F. Cloherty	Norwood Roofing
Robert H. Cole, Jr.	Berry (Stephens)
James Faherty	Norwood Roofing
Paul F. Galano	Flooring
Thomas Gugliotta	Norwood Roofing
Daniel E. MacAleese	Flooring
William P. Melish	Flooring
Robert J. Moriarty	Norwood Roofing
Veder L. Norton	E. W. Finishing
Edward M. O'Donnell	No. 1 Box Shop
Lawrence W. Rockwood	Flooring
Joseph A. Trudeau	Flooring
Edwin G. Wadden	Flooring
William E. Wakefield	Office

Suggestion Awards

ALTHOUGH there were only four suggestion awards for the month of November, the number picked up in December to total thirteen. Seven of these latter were for \$10, the amount awarded for a suggestion showing a saving in manufacturing cost.

One of the four November winners, William E. Smith, Jr., earned the comparatively rare No. 1 Improvement in Product award of \$25. This suggestion puts a new style finish or wrapper on



WE'LL BE SEEING YOU. Among those gathered to honor W. E. Wakefield, Sales Promotion Manager, who left for active duty January 2, was Roofing Division Vice President Eli Chamberlain, standing here saying a few words to Bill and friends. At the head table are left to right: Mrs. Wakefield, the guest of honor, Mrs. Alfred Berglund and Mr. Berglund. Facing each other with chin on hand in left foreground are John McDougall and Wylie MacIvor.

our Wide Space Weather-Tex Siding, Giant Individual Dutch Lap and Loc-Set Shingles. The adoption of this suggestion improves the shingle bundle and adds to ease of handling.

The November winners:

Main Office	
William E. Smith, Jr., CE	\$25.00
Chicago Sales	
Earl D. Baker, CEW	\$5.00
Norwood Roofing	
Luigi Cicolani, FBV	\$5.00
John E. Folan, FBB	5.00

The December winners:

Norwood Roofing	
Fred P. Turco, FBPM7	\$20.00
Joseph L. Watkins, FBPM9	10.00
Urho Wiik, FBPM7	20.00

Anthony J. Abril, FBQ	5.00
Rosario Campagna, FBV	5.00
Kenneth Coates, FBPM6	5.00
William A. Letts, FBC	15.00
Stephen Tomaszewicz, FBB	15.00

Flooring	
Joseph W. Eppich, FFM	\$10.00
Robert Taylor, FFQ	10.00
E. W. Paper Mills	
Frank W. Nyborn, PEL	\$20.00
Shreveport	
T. C. Dawson, FSV	\$5.00

Among the above, Messrs. Letts, Nyborn, Tomaszewicz and Wiik had five accepted suggestions and therefore were awarded the additional ten dollars. Frequent suggestion winner, Fred Turco, did it again and won two \$10 awards.

SHREVEPORT NEWS AND VIEWS

STAFF: LUCILLE MCMURTRY, D. L. OLIVER, JR., WILLIE L. SMITH, FRANK MARKHAM, CYRIL WILDE, EDWIN SOMPAYRAC
RICHARD POTTER, Photographer

Shreveport Speaks

The rating committee of the Community Chest for Caddo and Bossier Parishes gave us a goal in 1949 of \$575.00. In 1950 our goal was almost tripled — \$1500.00. At the first report meeting, with several hundred Rotarians and Chest workers present, BIRD & SON was publicly congratulated for having already exceeded their goal. Our final report showed \$1730.00. Employees in the felt and roofing plant averaged almost a day's pay.

Last December 12, the Shreveport Civic Chorus and Oratorio Society presented its annual rendition of Handel's "Messiah". Our particular interest in this choral group is the fact that Dick Potter, according to the program, is a member and staunch supporter of the chorus. Each year this Shreveport choral group is gaining in popularity and appreciation among Shreveport area music lovers.

We have been enjoying candy made by the different members of the Sales Department. Juanetz Bruce made some delicious fudge which she passed around. Not to be outdone by her, L. L. Williams donned his apron and made a very tasty batch of pralines which we enjoyed at coffee. P.S. — C. B. Wilde had an elderly Hershey Bar which he was glad to share as his contribution to the Sales Candy Effort.

Dick Doiron was probably the first of our employees at Shreveport to really appreciate the company's policy on safety shoes. Richard was working on one of the lift tractors when the seat brake "shorted" and one wheel rolled over the toe of his shoe. Dick was afraid to look down at first as he thought an act of separation had occurred. Then he thought of his safety shoes. Tall, dark and handsome, Dick swears he pulled the shoe off and kissed it, but after the stories we've heard in the coffee room we'll have to discount a part of this.

Jackie Wise had several days of anxious waiting for his first baby. He put Markham on notice a week ahead of time to come get him on the "double-quick" if his wife, Nona Elizabeth, phoned for him. This week he is passing out cigars. The baby boy weighed 8½ lbs. (almost as big as his daddy) and unless the machine was making too much noise, we understand he will be named Danny Wayne.

Everyone will miss our friendly watchman, C. D. Sharpe, for a few weeks. While making his rounds in the Felt Mill basement, December 9, he slipped and fell to one knee. He came at once for first aid and afterward made two more rounds when

(Continued page 17, col. 1)



THIS IS NOT A CHRISTMAS PARTY! They are looking so happy because Bird & Son, Shreveport, has won two safety awards. At the annual meeting, November 8, of the Caddo-Bossier Safety Council, the company received both a plaque from the National Safety Council and an award in the Asphalt Roofing Industry's accident prevention contest. In the picture, left to right: R. N. Potter, E. C. Peirce (of the local telephone company), D. L. Oliver, Jr., G. D. Davidson, Frank Markham, Willie Smith, N. R. McNeill, L. L. Williams, B. P. Soward, R. T. Wilson and Warren Hirsch, Caddo-Bossier Safety Council President.

Ducks, Duck Calls and Squirrels

DUCK hunting opened at noon, Saturday, December 2. Phil Johnson had killed the limit before he came to work on the night shift. William Winkler took his vacation and he and his brother, Sewell, (a former employee) killed thirty from Saturday noon until Wednesday noon and at this writing are still killing several each day. William plans to start fishing now and try to beat Willie in the Big Bass Contest.

The Caddo Chapter of the Louisiana Federation of Wild Life held a duck calling contest in 1949. Willie Smith went forth to try his luck and after being called back one time he was for-

gotten. He took a lot of ribbing from friends and fellow workers, so when the annual contest arrived last month, Willie was ready to try again. There were 33 men in the contest and six prizes to be awarded. Willie brought home the sixth place prize — a Kapok Life Preserver and a gallon of Ford Motor Company anti-freeze. Now he is looking forward to the 1951 contest and a higher place on the totem pole. We also expect to see some other Bird employees trying their calls at this contest.

Squirrel season is open now but reports are that very few are being killed.

Shreveport Speaks

the knee started bothering him again. An X-ray revealed a fractured knee cap. We've read about football players playing with a fractured limb and now we find a man in our group that has plenty of intestinal fortitude also.

Malvin and Frances Barnett are the proud parents of their first baby, born November 22.

Larry Rambin's deferment was short-lived. He was reported in the last reporters' meeting as receiving a deferment. This time we have to report he has been called again and left for camp December 15.

Mrs. Thomas Williford phoned last week to report Tom is stationed at present

at Fort Sam Houston, Texas, and was made Pfc. last Saturday. Pfc. Thomas F. Williford—ER18277557 can be corresponded with by addressing him at Central Dental Laboratory, Fort Sam Houston, Texas.

"Dude" Davidson and his Maintenance boys welcomed two newcomers to their department in November, Harvey "Mack" Bryant and Arthur L. Motes. Both Mack and Arthur have been our neighbors for a long time. Mack worked for Cunningham Machinery and Arthur for International Harvester, both companies located here in Agurs.

"Buck" Oglesby reports a nice vacation 'way out in West Texas.

Bill Baxley came to work this morning chipper as ever and the Hospital just called and reported Bill has acute appendicitis and will be operated on at once.

Among our guests in the past several weeks were Joseph Erker and Lester Tarbell from East Walpole and Chester Eberle from the Berry Asphalt Co. We could not boast much to the first two men about our Sunny South—thermometer hit 10 above one day.

Robert Gewin turned fire fighter yesterday when Mrs. Gewin called in and reported a forest fire near the back of their place. Robert had to hurry home and get things under control.

(Continued on page 18)

Glenwood Honored for Safety Record

ON October 31, 1950, we had a safety meeting of all Glenwood employees. Clyde Davis of Employers Mutual Liability Insurance Company was the guest of the Plant. First the group enjoyed a fine chicken dinner served in our lunch room. After this Mr. Davis made an interesting talk of his recent trip to a National Safety Meeting in Chicago. Then he announced that his company was award-

ing a safety trophy to both employees and management. In addition to the trophy there was a special key chain for each employee. These honors were given to us because of the remarkable record of 776 days of operation here at the Glenwood Plant without a disabling injury.

Our guest, Mr. Davis, is the Safety Engineer who calls on us regularly to inspect our plant and pit. He shows

safety films and gives lectures, which play an important part in our safety contest. The important safety measure, however, is the person who works safely, watching out for hazardous tools or working conditions.

We were sorry that Robert Stewart, our Bookkeeper and Review correspondent, could not be present on this important occasion for Glenwood.



THEY ALL EARNED IT. Glenwood men stand with their plant as a background as they gather to receive a safety award from the Employers Mutual Liability Insurance Company. Front, left to right: Hurcil Cowart, Numan Smedley, Odus Babbitt, Orville Caldwell, Jesse Johnson, Clarence Hopper, Carl Whatley, Argus Dutton, Sherrell Turner, and Clyde Davis from the insurance company. Back: Charlie Ashley, Noble Medlock, Bill Davis, Garlin Austin, Paul Johnson, William Caldwell, Jonas Plyler and Clarence Diggs.

Berry Asphalt News

By STELLA HINES

Carl Ransow, who came to Berry Asphalt Company from Bird's own home town of Norwood, spent a lonely Christmas away from his family back East. He did, however, locate a projector with which he could bring very close some wonderful colored pictures of the wife and twin babies. Carl hopes to have them down with him before too long. Carl's sister is Pauline Ransow, a Secretary in the Main Office in East Walpole.

Ina Popanz is enjoying a three-weeks' vacation driving around in her newly acquired Ford, showing the countryside to her mother who came down from Wisconsin for a visit.

Elevator talk these days goes something like this: "Hi, Donald, get any birds yesterday?" Or, "You know, I shot nine times before I hit a bird." Actually, there haven't been any brought down as evidence.

Christmas time means party time and the Berry employees were honored with another buffet dinner at the Magnolia Inn on Friday before Christmas. Everybody had a big time and Bill Liechty played the traditional role of Santa, only this year he grew a beard for the occasion—a white table napkin draped from ear to ear.

The stork beat Santa Claus to the home of Mr. and Mrs. John Savage, bringing them a fine baby boy. Congratulations.

Pearle and Buster McGuffin, while on a shopping spree in Shreveport, surprised themselves by taking a home freezer and refrigerator back to Waterloo.

Wilson Murry, the most eligible bachelor at the Waterloo refinery, is seen going to Waldo one night and Prescott the next. Guess it's a good thing that the two towns are forty miles apart.

David Waters, son of Chris Waters, Stillman at the Waterloo refinery, has been seriously ill in the hospital at Hope. We're glad to hear that he is improved.

After twenty-one years of married life, one should know how to cook, but I'm having more fun learning all over again with my new General Electric push-button stove. Janis, my eldest, is telling everybody at college that "Mother is learning to cook."

Betty Taylor and Zuma Awbrey of the Royalty Division are both sporting new wrist watches that Santa brought. There should be no more hall clock watching.

Dessie Foreman brought her mother, sister, sister-in-law and husband back for a short visit to Magnolia from Oklahoma where they went to spend Christmas day.

"What is the defendant's reputation for veracity?" asked the judge.

"Your Honor," said the witness, "I have known him to admit that he had been fishing all day and hadn't gotten a single bite!"

— Watchman-Examiner.



SOUTHWESTERN DIVISION AND SILVERCOTE PRODUCTS, INC., salesmen at meet-up last August to introduce Silvercote Materials. Building in background is portion of new Felt Mill of which Shreveport is so proud. L. to R.: F. E. Dyess, L. L. Williams, C. B. Wilde, C. C. Pregge, Wesley Cragin, Frank Markham, O. N. Sherburne, F. H. May, S. H. Cararas, T. D. Blanchard, M. L. Williams, R. F. Jenkins, Warren Knudsen (hidden, of Silvercote), Carl Andrews, E. M. Dyess, A. G. Harper, H. B. Beauchamp, R. N. Potter and L. G. Houston.

(Continued from page 17)

Clayton Taylor is another proud papa we see strutting around.

Ed Bailey, Jesse Hammett and Jack Scarborough are studying the art of welding at the Bossier Trade School. Their instructor is Stone Palmer, who worked for Rust Engineering on our Felt Mill construction.

Wilton Guice enjoyed a week's vacation while the domino crowd anxiously awaited his return to see if he had sharpened his game. However, Guice had been deer hunting most of the time and kept Lucille McMurry drooling when he told of how he had chased all over her old familiar hunting grounds near Mer Rouge.

Andrew Blackshire's father-in-law was killed in an industrial accident December 9, in Kansas City. This is a long way from Shreveport, but brings SAFETY home to us quickly.

We are glad to report Claude Howard has returned to work. Claude received a serious hand injury on June 4, when his left hand was caught in pull rolls in front of winder.

Among the visitors to Natchitoches to observe the turning on of the Christmas lights were Anne Eddy and Edwin Sompayrac and their friends. This is an annual event quite out of the ordinary in this vicinity. This quaint French town goes all out in making the occasion one of outstanding beauty. In addition to being the third oldest town in the United States and steeped in tradition, Natchitoches also has an unsurpassed natural setting. There is a beautiful lake running through the center of the town. Each Christmas time is celebrated by floats, fireworks, and a spectacular program.

Best wishes to Elsie Myers, who was planning to be married December 24.

Our sincere sympathy to Dude Davidson in the death of his mother. Mrs. Davidson was ill for several weeks.

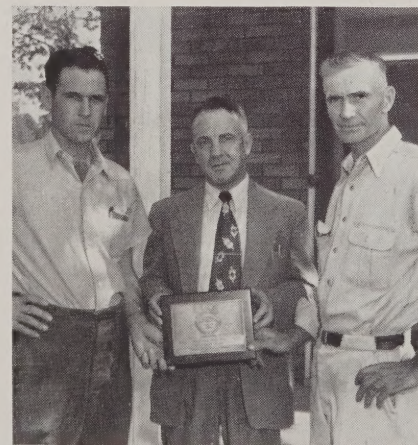
When Jack Lamb was in Shreveport, Ollie Sherburne rushed down to see his show. He bought one of his books and

read it through. According to Jack Lamb, fishing was very easy, so Ollie bought \$5.00 worth of bait and made a final bid for the Bass Contest jackpot. Do we have to tell you that he came in with nothin'?

A. W. Miller was planning a week's vacation in New Orleans during the holidays.

When Dude Davidson called home one evening to get Mrs. "Dude" to come after him, he found a strange man at his house. This was Bobby home from the Navy for the Christmas holidays.

Frank Markham came to work one Monday with a cut lip. When he was asked what happened, Frank, who is usually quick on the come-back, said, "I was playing Post Office with a girl who had buck-teeth!"



PROUD RECORD. Hercul Cowart, left, Glenwood General Foreman, and Carl Whatley, right, accept a safety plaque in recognition of seven hundred and seventy-six days of plant operation without a disabling injury. Displaying the plaque in the center is Clyde Davis, Safety Engineer of the Employers Mutual Liability Insurance Co.

NEWS FROM CHICAGO

STAFF: J. W. GUILFOYLE, MATHILDA HANSEN, VIRGINIA O'BRIEN, JOSEPH BLACKMAN

New Bowling League

CHICAGO'S Bowling League began on Thursday evening, January 4, at 9:15 P.M. This year it will be a five-team league with one team having a bye each week.

The Art Edge team captained by Ray Gusick, last year's champs, have two new faces in the line-up — Bernard Van Brussell, Foreman on No. 4, is replacing Ralph Reithofer and Len Miller, Inspector, is replacing Chuck Finch, the high man in the league the last two years. Chuck is now with the Sundstrand Co. in Rockford.

This year the league is wide open

for all. The short season ahead looks like a good one.

Chicago Chit Chat

Bob MacLeod passed out cigars and candy last month. It was a boy, Michael John. John MacLeod, his grandfather and a retired Bird employee, is also celebrating as the baby is the first grandson.

Harold Altman is now available weekends as the duck hunting season has closed. There are not many ducks to show for his efforts, but he has pleasant memories and great expectations for another year.

George McNay is driving a classy new Buick, 1951 model.

Before Christmas Chicago was snowed under for several days. It was some kind of

a record, 27 inches. Teamwork was the keynote of the season with everyone joining in to push each other out of the snow. Just the reverse happened to Harry Jansen, though. He had his Buick plowed under by the snowplow.

Isaiah Jennings and Woods Quinn of No. 2 Machine went South for the Christmas Holidays.

Nick Tomei, Tractor Driver and vice president of the union, visited his family on Long Island, New York.

We all wish to welcome B. G. Macfarlane as Sales Service Manager to the Chicago Sales Office. Good luck, Mac.

We understand that Bill Wilson has joined the television group, having received a set for Christmas.

J. G. Trontell also joined the TV club recently.

James J. Geary

JAMES J. GEARY, oldest man on the Bird & Son service list, died after a short illness on December 16.

Mr. Geary's service dated back to July 8, 1883, when he started as one of the hands on the Paper Machines. Nearly all his working days were spent in this department, most of the time as a Machine Tender on No. 5 Paper Machine.

In November 1936, when failing health made it necessary for him to give up the machine work, he transferred to work in the Shipping Department of No. 2 Box Shop. He retired from that job in March 1938.

A year ago, at the first meeting of the Quarter Century Club, Mr. Geary occupied the guest of honor seat at the head table. His continuous service record of sixty-seven years (including his twelve years of retirement) was the longest record in the company at the time of his death. During his fifty-five years of active work he was always known as a most faithful and loyal Bird employee.

Funeral services were held from the family home on June Street, East Walpole, on Tuesday, December 19, followed by a solemn high mass of requiem in St. Mary's Church, East Walpole. Many Bird & Son friends attended.

He is survived by three daughters, Mrs. Roger White, Miss Catherine Geary and Miss Mary Geary; a sister, Mrs. Margaret Crowley of Lawrence, and three grandchildren. Mary is employed in our Statistical Department.

Joseph Uzdawinis

JOSEPH UZDAWINIS, Flooring Plant worker with thirty-one years of continuous service, died December 29 after a short illness. He had been in good health until stricken on December 20 as he was working around his home.

Mr. Uzdawinis had been employed continuously in the Norwood Flooring Plant ever since October, 1919. He also worked for Bird & Son during part of 1917 and 1918. His first job was in the Finishing Department. In 1924 he transferred to the Oil Boiling Department and was still working as an Oil Boiler at the time of his final illness.

The funeral was held Tuesday, January 2, with a solemn high mass at 9:00 A.M. at St. George's Lithuanian Church in Norwood.

Surviving Mr. Uzdawinis are his wife; a daughter, Sister Corinthia of Chicago; two sons, Joseph, Jr., and Bruno of Norwood; and a brother, Mike, also of Norwood, who works at the Paper Mill.

Acknowledgments

To thank you for your kindness and sympathy at a time when it was deeply appreciated.

The Naff Family

In this hour of sadness your kind expressions of sympathy helped more than you will ever know.

Mr. and Mrs. Jose A. Rubi
and Family
Phillipsdale

Gratefully acknowledging and thanking you for your kind expression of sympathy.

Edmund H. Jones

Your kind expression of sympathy is gratefully acknowledged and deeply appreciated.

Mrs. William Shusta and Family

This is to acknowledge with sincere thanks the kind expression of your sympathy.

Anisim Nikituk and Family

To thank you for your kindness and sympathy at a time when it was deeply appreciated.

The Family of Carl Wurzel

Your kind expression of sympathy is deeply appreciated and gratefully acknowledged.

The Dunakin Family

Gratefully acknowledging and thanking you for the flowers and your kind expression of sympathy.

The Davidson Family
Shreveport

To thank you for your kindness and sympathy at a time when it was deeply appreciated.

Mrs. George Stanley Moore
and Family

Gratefully acknowledging and thanking you for your kind expression of sympathy.

The Dyson Family
Phillipsdale

To thank you for your kindness and sympathy at a time when it was deeply appreciated.

Mr. and Mrs. Roger White
and Family
Mary Geary
Catherine Geary

(See also page 14)

All Urged to Join Basic Rifle Course

By LAWRENCE V. WHITE

LEARN to shoot in six easy lessons."

That's the slogan of the Bird Tri-Mill Sports Club as they launch their N.R.A.-approved Rifle Marksmanship course.

"N.R.A." may not mean a thing to some of our readers. It is the National Rifle Association, America's largest group of organized shooters. N.R.A. also means No Reds Admitted. All members must pledge that they are loyal American citizens.

Due to the critical world situation the N.R.A. has revived its basic small arms schools in an effort to train American men and women in the safe handling of firearms. During the late war almost two million people were trained under this program.

This course is available to any Bird Club member. At the end of this past month there were forty men and twenty-one women enrolled. Since there will not be over twenty in a class, three classes will be run, one starting

after the previous one is completed. The first class is expected to begin near the end of January.

Rifles and some ammunition are being supplied by the Tri-Mill Sports Club. Those taking the course may be required to supply part of the ammunition.

This course is particularly recommended for those who may be inducted into the Armed Services and for those serving in civilian defense units. To those men and women who have never had an occasion to learn shooting under a safe, standardized plan, it offers an opportunity to become better citizens for their community and country.

Built around the .22 calibre target rifle, the course will embrace all types of .22 calibre rifles as well as modern rifles used in our Army. It is brief, yet complete and covers all phases of marksmanship—nomenclature, sighting and aiming, care and cleaning of the rifle, positions and actual range practice. The first two sessions are a sort of basic training and will be held in the Tower Room in East Walpole. Actual shooting will be done afterwards at the range at the Norwood Municipal Building. All classes will be

held under the direction of qualified instructors, members of the Tri-Mill Rifle Club who have complied with N.R.A. requirements. Assistant instructors will be in charge of small groups to assist in passing their knowledge along to the students.

The N.R.A. will award a certificate to those who successfully complete the course and pass the written examination. At the conclusion of the course a match will be held to determine the class champion.

If you have not already done so, drop a line to Larry White, FFN, and let him know that you would like to enroll in a class. You will be notified of the class you are to attend. Separate classes will be held for women.

A word of advice on what to wear. It will be necessary to assume the various shooting positions—prone, sitting, kneeling. Don't wear your best suit or dress. Do dress comfortably.

Let's get behind this project and do yourself and your country a favor. It will require that you give up only about twelve hours of your time (six two-hour sessions) so that our America will once again have a trained group of modern Minute Men and Women.

Power Squadron Teaches Local Boating Enthusiasts

ON January 24, the Boston Power Squadron starts a course in piloting and small boat handling at the Norwood High School. This course, in session every Wednesday night for ten weeks, is free of charge. It is open to both men and women interested in boats.

The U. S. Power Squadrons are a

civilian organization interested in promoting safe boating. The Boston branch of the U. S. Power Squadrons runs the course, paying the expenses as part of the purpose of this organization stated in its constitution: To promote safety, to encourage navigation, to enforce the navigation laws and to help in the upbuilding of the U. S. Navy, Coast Guard and Merchant Marine.

Ralph Kemp, Foreman at Roofing Maintenance, is one of the local Power Squadron promoters. He took the course last year and is now a squadron member. His son Malcolm, who works at the Flooring Plant, did likewise. Stewart Roach of Norwood Outboard Motor on Route 1 is also enthusiastic about the Power Squadrons program.

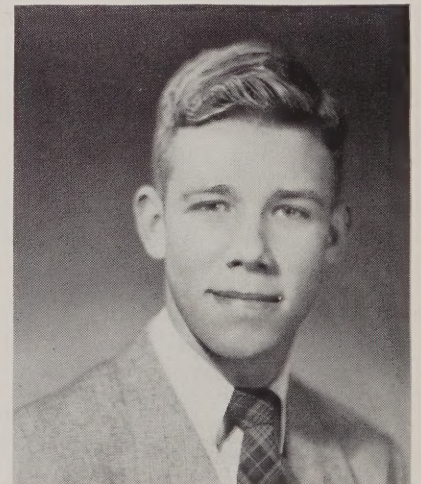
To anyone who likes the feel of a boat, the following subjects—discussed in the course—will have him running to sign up:

- Rules of the Road at Sea
- Seamanship
- Safety at Sea
- Aids to Navigation
- Use of Compass
- How to Plot a Course

Would-be navigators whose math may be a little shaky are reassured that grade-school arithmetic will take them

through this introductory course without any difficulty.

Those who are interested in this course may still join after the first week, if they have not had a chance to sign up before. For further information, contact Ralph Kemp or Stewart Roach.



PRINCETON FRESHMAN. Before entering college this fall, Claude Smith's younger son, Claude A. "Dickey" Smith, graduated from Boston English High School in June, seventh in a class of over 500, and was winner of several prizes for excellence in scholarship. His father works in the Shipping Office at No. 1 Box Shop.



On the Lighter Side

"I've never heard a man talk so fast in my life."

"Why shouldn't he? His father was a tobacco auctioneer and his mother was a woman."

A noted big game hunter was reported missing. It is believed that something he disagreed with ate him.

A Russian wolf-hound came over to this country and met an American dog.

"How are things in Russia?" asked the latter.

"Oh, fine, fine," said the Russian dog. "We have fine dog houses and all the red meat we can eat each day."

"Then what are you doing over here?" asked the American pup.

"Hell," said the Red dog, "a fella likes to bark once in a while."

It's Jimmy Durante's story about the ball game being umpired by a runt of a fellow. An enormous player was at the plate and an equally large catcher stood behind him. The count was one and one. The little umpire watching the pitch sizzle across a corner, yelled "Two!"

"Two what?" snarled the catcher, mashing his mask into the umpire's face.

"Yeah, two what?" growled the batter, raising his bat.

The umpire looked from one brute to the other. "Too close to tell!" he said.

Rules for Television Guests

Under no circumstances will the proprietor or his family be goaded, teased or shamed into serving anything whatever in the form of food or drink. Clean glasses will be found on the kitchen sink. The faucet on the right is the cold.

Sign outside a combined soft drink stand and filling station: "We don't know where MOM is, but we got POP on ice."

— Adapted from *Nash Airflyte Magazine*.

An abbreviated novel:

Chapter 1. Walking in the moonlight with an arm full.

Chapter 2. Walking the floor with both arms full.

Everything in the modern home is controlled by switches except the children.

"What a man needs in gardening is a cast-iron back, with a hinge in it."

— Charles Dudley Warner

"Brothers," said the colored preacher, "the subject of mah-sermon today is liars. How many in dis congregation have read the 69th chapter of Matthew?" Nearly every hand went up.

"You is de people ah wants to preach to," the Reverend said. "Dere is no such chapter."

"Race track: where the windows clean the people."

— Earl Wilson

Bird & Son Children



Top Left: **MARY HOBBS**, 4 months, daughter of Edward and Katherine (Brennan) Hobbs. Father works in Main Office Payroll Dept. Right: **JOYCE MARIE CARCHEDI**, 7 months. Father is Frank Carchedi of Roofing Cost Accounting and Orazio Carchedi of No. 2 Box Shop Shipping is her grandfather. Bottom Left: **MARY LOU SELLERS**, 27 months, daughter of C. E. "Rebel" Sellers of Floor Covering. Right: **DONNA MARIE**, 4, and **DONALD**, 2, children of Dom Jemella of No. 1 Machine, Norwood Roofing.



WIFE, "GREETINGS FROM AUNT MARY, GEORGE, AND—YOU NEVER TOLD ME YOU WERE FRIENDLY WITH THE PRESIDENT."

— By John P. Maleiko, FBPM9



BIRD NEPONSET REVIEW

February

1951

Vol. 39 No. 2



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On the Cover



Tom Smith checks for uniformity and overall quality at the pick-up end of No. 1 Roofing Machine. Any variations from standard are taken up at once with the machine tender and corrected. Quality production in all our plants depends on hundreds of Tom Smiths who keep a

constant check on our products as they are being made.

President's Message

These are days that not only try men's souls, but also call for a militant faith. Superstition and cynicism, the ever-present selfishness and cruelty of man are ready to challenge our strength. The world is fear-ridden. Men are afraid.

That fear is written on the strained and anxious faces of men and women as they go about their daily tasks. That fear is made evident by man's distrust of man. The events and doings of a world that is afraid are portrayed to us on the pages of the daily newspapers.

The spirit of fear breathes from the pages of books and magazines. The whole world is nervous and agitated because it is in the thralldom of fear. We find this fear among all classes of people, the high and low, the rich and the poor, the learned and the ignorant, the young and the old. Men are afraid — afraid of themselves, afraid of others, afraid of the past, afraid of the future.

This is no time for fear. This is a time to strengthen and maintain the spiritual values which are our heritage. If we do not, the generation being born now may be the last trained in Christian principles.

A call is being sounded to us citizens of the United States, a call not to permit the enslavement of the world. We seek not to dominate but to liberate. We stand before the world as brother, not as enemy. We want to see peace and understanding come back to a world that has almost forgotten their names or what they mean. The only conquest we hope to make is the conquest of human hearts.

In this conquest we will not fail. Failure cannot be ours because we approach the challenge with the most potent weapon given to men — a spiritual weapon — a humble, prayerful acknowledgement that our strength comes from Almighty God.

In the 1930's we voiced these sentiments while trying to live at peace with Hitler. Today we must not repeat the grave error of that period. We want peace in our time just as we did then — but we must not shut our eyes to the forces of evil that are abroad in the world. Let us trust in God and with His help we cannot fail.

W. H. Hartig

President

BIRD NEPONSET REVIEW

Vol. 39 No. 2

February 1951



Published for the employees of Bird & Son, inc. to promote good service, good business, good will

Editorial Office at East Walpole, Mass.

Plant Locations: East Walpole and Norwood, Mass., Phillipsdale, R. I., Chicago, Ill., Shreveport, La. and Glenwood, Ark.



EDGAR M. GROUT	Editor
ELEANOR M. GARLAND	Assistant Editor
WALTER H. HARTIG	Photographer

ADVISORY BOARD

BENJAMIN D. ROGERS

CREIGHTON HILL

MARY MCCARTHY

Your Job is Your Pocketbook

It's no picnic to be out of work. A steady job with an income you can depend on is one of a man's finest possessions.

Most of us don't have a big bank account to fall back on. We rely on that pay-check every week to keep the children in shoes and the family in groceries.

We seem to be headed now for a period of great business activity. The defense preparations of 1951 are making a situation very similar to the war preparations back in 1941 and 1942. Production is being put into high gear everywhere—including the production at Bird & Son. That *should* mean steady work and steady income for all of us in the months ahead—IF we pull together to keep business coming our way.

We are still in competition with dozens of other companies. Prices have been frozen, and wages, too. But competition hasn't. The customer can still decide whether he likes the appearance and the quality of BIRD roofs, BIRD floor coverings and BIRD paper products, or whether he prefers a competitor's product.

Quality is still going to count in 1951.

The things we all need to do to keep quality *up* and operating costs *down* are not many, but they are very important:

1. Quality standards set for each product must be followed by our laboratories and our inspectors and not allowed to slip.
2. Quality control at every step in the production process must be kept high. That means production crews who know their problems, watch for trouble, and lick it before it starts.
3. Waste of materials, or of time, must be cut to a minimum.

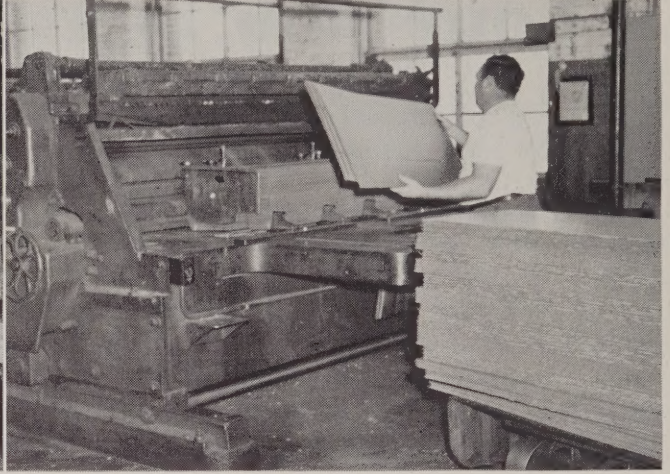
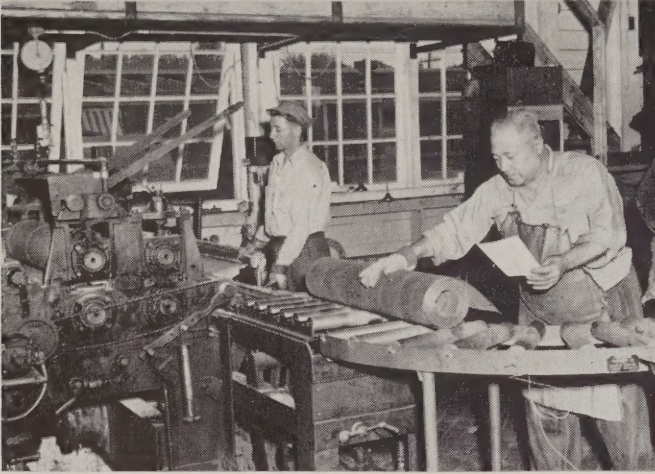
Our Goal in 1951 is to Keep Earnings High by Keeping Production High

It's just plain common sense to give your job all you've got.

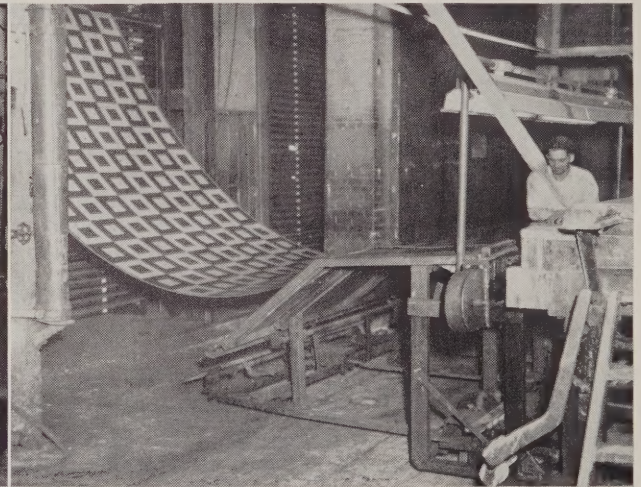
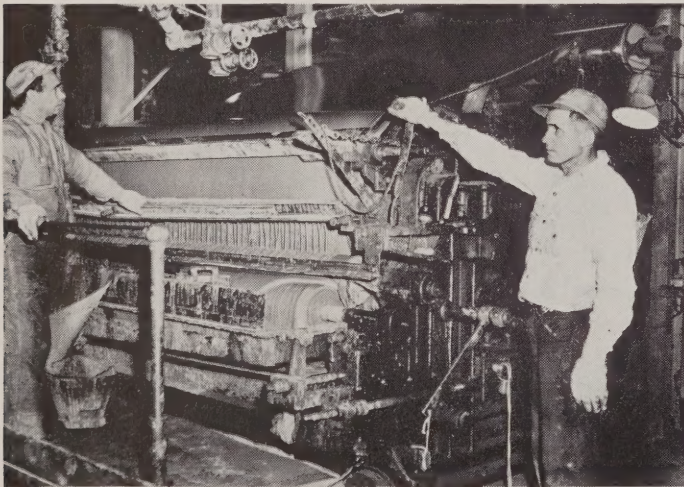
(See page 4 for what one Bird division is doing about waste)

This is Where

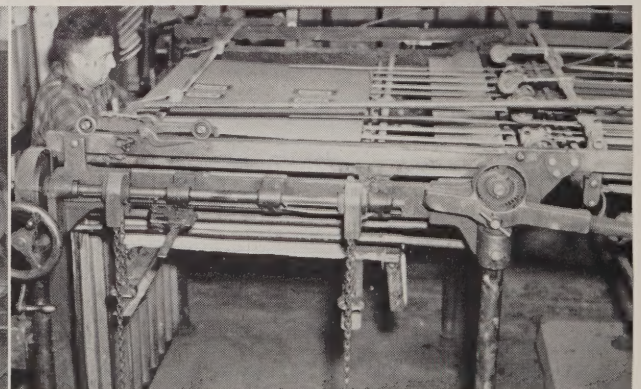
At hundreds of locations like these throughout our plants, quality is being controlled and maintained on Bird products. The reputation of our products and the security of our jobs next month and next year depend on the quality of our daily work. Poor quality will lose customers fast. High quality will keep them.



Leonard Nordstrom and Samuel DiFlaminies winding roll goods at No. 9 Roofing Machine. Donald Martin operating a Printer Slotter for corrugated boxes.



Pelligreno Capone and John Cummins at an Undercoating Machine, Norwood Flooring Plant. Marian Kissell, Machine Tender, Flooring Print Machines.



Stapling shipping cases at No. 1 Box Shop. From the left: Joseph Wasalunas with Walter Ramoska in back, John Zabrowski and Catherine Esper. Seated at her right behind a stapler is Jenny Mike. Louise Stanke can be seen in center background. Kenneth Stuber checking for quality at the Miehle Press, No. 2 Box Shop.

Quality is Made

Proper formulas and standards have been set by Bird Laboratories to achieve consistently high quality. When these are followed in all our manufacturing departments we'll get the quality to make Bird products popular.

Here is what

Quality Means . . .

In Floor Coverings

High gloss
Smoothness
Clear, accurate printing
Accuracy of formulas and standards

In Roofings

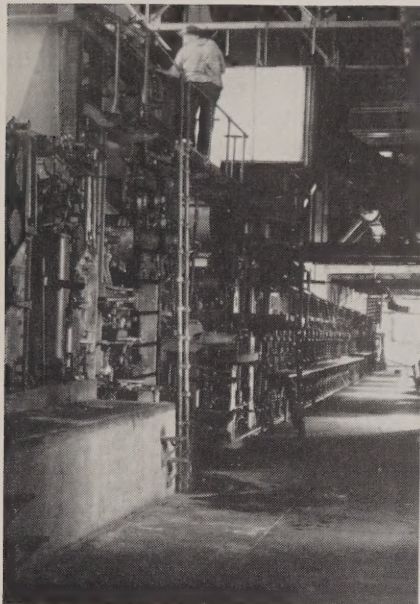
Uniformity, including proper dimensions of shingles
Appearance —
Right colors in granules
Right blending of colors
Firm embedding of granules

In Paper and Felt Products

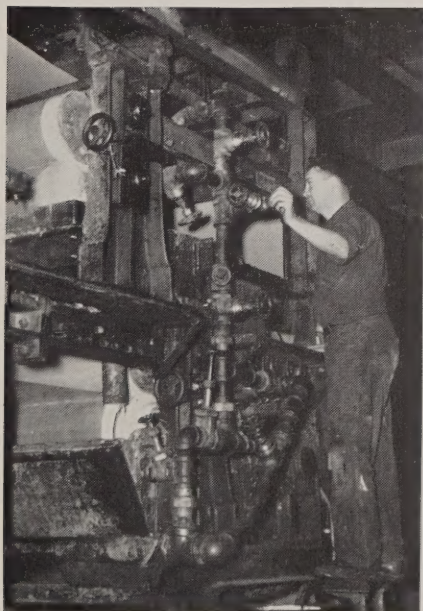
Accuracy in meeting all specifications, such as weight, caliper and moisture
Good lamination at the combiners
Accuracy in printing
Accuracy in color of inks
Accuracy in size

**Control These Items Carefully and You'll
Have Satisfied Customers Who'll
Continue to Buy Bird**

It's the Customers Who Provide Our Paychecks.



No. 2 Paper Machine.



John Cooke, Machine Tender at the Solid Fibre Combiner, No. 1 Box Shop.

W-DAY at East Walpole

THERE'S a battle on in the East Walpole mills. It's no small-scale skirmish, but a slugging, slogging war against a strong enemy.

That enemy is waste.

Waste, some waste that is, is an *accepted* part of manufacturing. *Excess* waste is the enemy being fought in the East Walpole mills. The outside of roll goods damaged before they ever get to the combiners is this kind of waste. So is the too-wide trim on a roll, off-register printing on boxes and cartons, or that waste caused by storage damage, overruns and bad scheduling.



Damaged rolls are frequent causes of serious waste. This paper is worth 16 cents a pound. When it has to be discarded and taken back to the beaters it is worth only 1½ cents a pound.

The beaters in a paper mill give people working on paper production and paper products a false sense of economy. So — everyone thinks — part of a roll is no good, shoe carton blanks have to be junked. So what? Everyone knows that this waste is neither thrown away, burned up nor tossed into the river. It is saved and, reassuringly, it goes back to the beaters where it will make more paper.

That's all very well. But there is a big difference, for example, between the value of paper fresh off the paper machines and the value of that same paper as waste.

Down the Drain

Here is the point. Paper made into a customer's product is a lot more valuable than paper made into junk. There is a huge amount of waste in making paper, then converting it into boxes, only to have it end up in the beaters. The value that is salvaged from the wreckage is pitifully small. Men have sweated and machines have run hour after hour in order to turn out a good product. When that product has to be junked and fed back to the beaters, it is back to where it started from — just waste paper again. All the labor of men and machines has gone for exactly nothing.

At No. 1 Box Shop the estimated cost of waste in 1950 was \$388,676, *after* taking account of the value of material sent back to the beaters. This

is over \$7,000 a week. A good part of this nearly \$400,000 a year is avoidable.

At No. 2 Box Shop they have an estimated \$311,038 for the year staring them in the face as the cost of waste *after* the value of material sent back to the beaters is counted in. That is a rate of about \$1000 a day — the difference between what the product might have been worth and what it brought as junk. Even in these times, \$1000 is still several weeks' pay.

In the Paper Mill itself where the paper is made for the Box Shops, there is a problem of waste from off-standard paper. This is paper produced on the machines that is meant to be the standard product. But it doesn't make the grade. Perhaps there is high moisture or off-caliper. So this paper has to be reclassified into some less valuable product. It is like making \$1.65 steak into hamburger. The off-standard product brings a price. But not the price intended. On one of the paper machines for a certain period of last year, men worked hard and the machines rolled out over 18,000 tons. More than 14% of what these men and machines intended to be standard quality turned out to be "hamburger."

Something can be done about this excess waste. Howard S. Whitney, Assistant to the Vice President in the Paper and Felt Division, is heading up the fight against it. As a specialist on the cost of manufacture, it is part of his job to track down waste and find



On its way, but not to the customer. A good example of waste that can be cut down in our East Walpole plants.

out why it happens and what can be done about it. Mr. Whitney called meetings in December with union representatives, foremen and superintendents. Figures on the amount of waste were presented. The kind of waste being studied was material waste only. But even this could be and was broken down into classes: waste resulting from spoilage or carelessness, necessary trim or chips increased by poor schedules or wrong set-ups, poor quality, and over issues and overruns. After the meetings, word was passed around that a drive on waste was being started. Everyone was asked to work on the problem.

Hard Fight

Other meetings were and will be held. Working with Mr. Whitney is George Dusty, Mechanical Engineer, who is going around to all the machines studying why waste occurs, the avoidable kind, and what can be done about it.

The battle is on and it will not be an easy fight. To win a war against waste will take time, thought and care. Those on the scene of battle can watch how the lines of the bulletin board graphs move up or down. Better still they can watch the change in size of the piles of waste going back to the beaters. If these gradually grow smaller, the battle is being won.

The East Walpole plants have no corner on the waste problem. Other Bird & Son plants have their problems in avoidable waste too and are constantly working to cut it down. The East Walpole problem is considered in

detail in this issue because of their new campaign against this ever-present enemy. In later issues of the Review, waste elsewhere in the company may be discussed. A report will also be given on the progress of the battle in the Box Shops and Paper Mill.

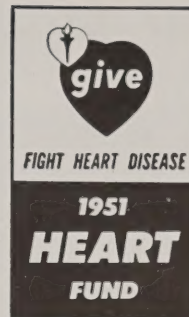
TEN COMMANDMENTS

for

Living With Your Heart

1. Find a doctor you respect, obey him, and cling to him as though he were your most precious possession, as he is.
2. Tell him the truth at all times and encourage him to call you in for periodic check-ups.
3. Pity the fat man; the statistician numbers his days.
4. If your brain earns your living, be moderate as a week end athlete or laborer.
5. When the snow drifts high, let some younger fellow shovel out the driveway.
6. Avoid self-dosing — "he who doctors himself has a fool for a physician."
7. Fortunate is the man who has a mild heart condition and, knowing it, learns to live with his heart.
8. Plan to take "time out" — daily, weekly, yearly — for rest. When you rest, your heart rests.
9. Health is more than the absence of disease. Don't worry. If you have cause to worry, do all you can to remedy the cause, and stop worrying.
10. Be your age.

Massachusetts Heart Association, Inc.
500 Commonwealth Avenue
Boston 15, Mass.



Help Heart Campaign

Seen around and about during the month of February are red plastic hearts about the size of a Valentine's Day box of chocolates. These are collection boxes for contributions toward the heart fund. Within Bird & Son, management and unions alike have received publicity on this month-long campaign to raise money to fight heart disease. The Review joins them in reminding its readers that heart disease is no respecter of persons.

More Gas for Your Money

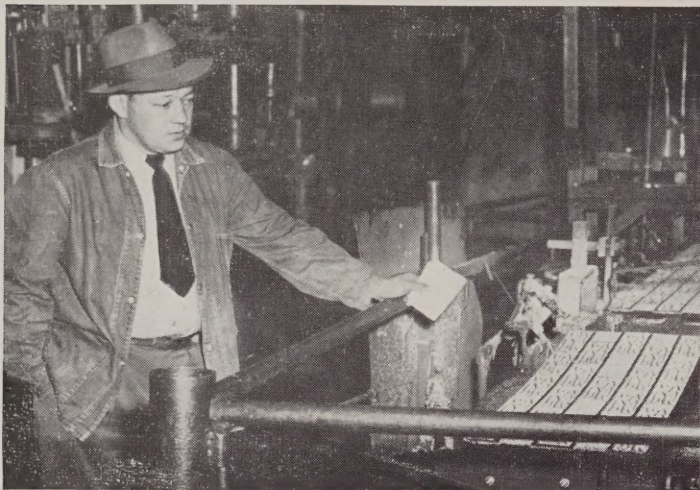
If you see cars parked in filling stations just before sunrise, don't be alarmed. It's probably just thrifty-minded motorists getting in shape to get their money's worth. For, according to *Automobile Facts*, publication of the Automobile Manufacturers Association, it's cheaper to buy gas early in the morning.

The reason? Well, as the publication explains, "Since gasoline expands as the temperature rises, a gallon has less actual fuel in hot weather. This means you get more gasoline per gallon in winter than in summer, and you even make a real saving if you buy gasoline in the morning rather than after noon."



One day's accumulation, also on its way — back to the beaters.

Koval and Radzwill Move Up to Foremen's Staff



JOHN KOVAL, left, watches siding going along the conveyor of No. 7 Machine, of which he is the new Foreman. Right: **NICK RADZWILL** as new Assistant Foreman has three roofing machines to watch over.

JOHN P. KOVAL and Nicholas N. Radzwill were recently promoted at the Norwood Roofing Plant. On January 8, Mr. Koval was named Foreman of No. 7 Roofing Machine. On that same date, Mr. Radzwill became Assistant Foreman, working with Foreman Charles Seavey on Machines No. 5, 6 and 9, and the Finishing Department.

John P. Koval

Although John Koval was attached to the Roofing Laboratory before his promotion last month to Foreman, he had had a lot of experience in the mill. Last summer he filled in as Night Foreman. In 1940 when he came to Bird & Son he worked on No. 9 Machine. He returned to the same machine after his war service and later was transferred to the Laboratory. At this time he started going to Northeastern University nights under the G.I. Bill and last June earned his Associate Degree in Chemical Engineering. He is continuing his work at Northeastern now in the field of business administration.

Mr. Koval's promotion follows the appointment on January 2 of Roy Walton, former No. 7 Machine Foreman, to the position of Production Manager.

Mr. Koval and his wife and two boys, John, 4, and Michael, 2½, live in Norwood. The new Foreman is a sports and TV fan. He took up golf last summer, being sure to learn the right way by taking lessons. In spite of this he

says he has a terrific slice. During World War II, John Koval served with both the 8th and 9th Air Force, was a technical sergeant in England two years, where he was in charge of a hangar.

Nicholas N. Radzwill

Nick Radzwill said he should know something about working as Assistant Foreman under Mr. Seavey. He had worked for him for over twenty years. Mr. Radzwill started here in March of 1927 as a Header in the Finishing Department at the Roofing Plant. In 1932 he became a Gang Boss in that department and was named Leader in 1940. This was the job he held when he was named Assistant Foreman.

Mr. Radzwill is a native of Lawrence, went to school there and to Andover Academy. He has studied in the field of engineering nights while he held a full time job. He went to Lowell Tech and the Franklin Union.

The Radzwill family live in Islington and are a more or less typical American couple. They enjoy visiting back and forth with their friends and neighbors. They play bridge and canasta, watch TV and Nick plays pool at his neighbor's. Every so often their crowd gets together and they go to dinner and the theater. The women pick out the show, of course. Around his place, Mr. Radzwill does all his own repair work, has pulled his oil heater apart so that he knows all the gadgets and can repair it himself. This fall he built a stone wall

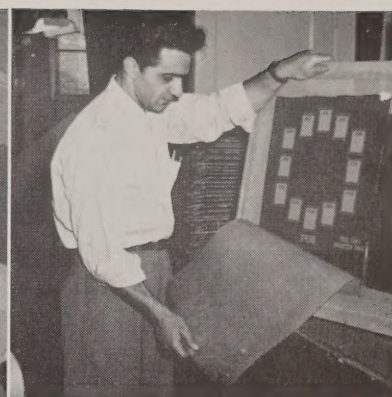
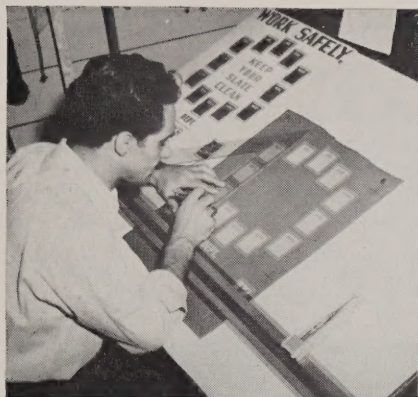
on his land. Both Nick and his wife, Marianne, who worked in the Office here recently, enjoy classical music and have an excellent collection of operas and symphonies. The next project this spring will be a vegetable garden.

Axel Kollanus

AXEL KOLLANUS, employee with eleven years service at the Norwood Flooring Plant, died on January 28 after an illness of several months.

Mr. Kollanus, who lived at 60 Monroe Street, Norwood, had worked for the Ellis Pond Ice Co. for many years before coming to Bird & Son. He worked here for a month in the fall of 1939 and then joined Bird & Son as a regular worker in March 1940. During his first five years, he worked in the old Chromalin Department, transferring in May 1945 to the Shipping Department where he remained until illness prevented him from working. He was known as a faithful, reliable worker, well spoken of by all his associates.

Funeral services were held at the May Funeral Home in Norwood on Wednesday, January 31st. He is survived by his wife and two daughters, Mrs. Miriam Hill, who works in the Sales Promotion Department of our Main Office, and Mrs. Sigrid Aalto of Hubbardston.



1. Frank Molinari cuts the film, making the stencil. 2. Frank applies the film, now cut, to the silk screen. 3. He removes the film backing after the stencil is applied to the silk.

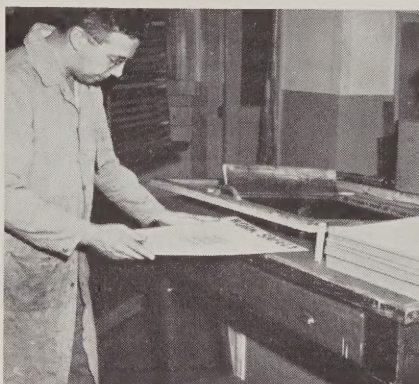
Our Display Boys Turn a Neat Trick

ADVERTISING Display, that department at East Walpole where sales promotion material is created, also turns out a good quantity of another kind of promotional material. The boys help put across various campaigns within the company which concern just the employees. They make posters for the Bird Club for any of its numerous activities and have practically a standing order to do posters on Safety.

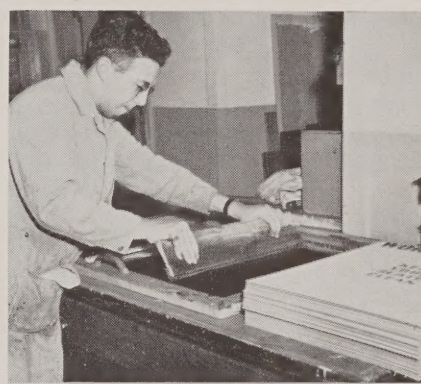
It would take too long and therefore be impractical to make by hand the large number of posters required. Yet posters often need drawings and several colors to attract attention. The silk screen process is the answer to this production problem. To show by what method many of our colorful and attractive posters are made, pictures of each step were taken by Walter Hartig, staff photographer. Bill Grazado and Frank Molinari, who make these posters, are shown at work. Elliott Middlebrooke, not shown in any of these pictures, also works on them.

The procedure is comparatively simple. Paint or ink is squeegeed through a stencil onto the stock which is to be printed. A separate stencil is used for each color. The original, approved copy is used as a pattern for these stencils which are cut either by hand or by a photographic process.

After the stencil is cut it is applied to a sheet of silk which is held taut by a wooden frame. When this frame, with silk screen stencil attached, is placed on top of the stock and the paint spread over it, a printed image will appear on the stock, identical with the openings in the stencil.



Bill Grazado puts the poster board in place beneath the silk screen.



Bill applies the ink with a squeegee.

The posters, whatever number is ordered, from 50 to 1000, are all printed with this first color. The process is repeated for each color; usually not more than four colors are used. The posters are placed in racks to dry and are all ready then for putting up on bulletin boards.

No Plates Needed

The mechanics of making the stencils and running each poster separately for each color is a comparatively slow procedure when compared with the whirring of the big trade printing presses. The advantage lies in the elimination of the necessity for color plates. These plates, made by commercial engravers, are not only costly but take several weeks to do. For a small run such plates would not be worth the price. And our Advertising Display Department can produce posters such as those illustrated with this article in two or three days.



Safety Engineer Frank Eisenhower hangs up the finished poster.

Quiet Worker on No. 1 Machine Is Fine Artist

CHARLES MATTHEWS of Sharon works on No. 1 Machine at the Norwood Roofing Plant. His job title is Conveyor Man and Utility. Mr. Matthews came to Bird & Son in the early years of World War II and has been here ever since. He is a quiet, soft-spoken man in his late forties, not the sort of man who stands out in a crowd. But a man who can do beautiful oil paintings doesn't have to — once you have seen his pictures.

Review Correspondent William Stewart was presented by Charlie Matthews one day with one of his paintings. It was a coastal scene with a fishing shack, blue water and fainter blue hills off in the distance. Bill loaned it to the Review just to show what one of his fellow workers could do, and that's how this story came to be.

Charlie has always been interested in painting. He used to live in Cambridge and across the Charles River near the Harvard Stadium was an old man named Charles Roderick who had a little shop and painted for a living. Charlie became acquainted with the old fellow and used to spend a lot of time there. Mr. Roderick gave him pointers and was always very critical.

Charlie says the old fellow never would say anything was perfect. He always told him he could do better. Since Mr. Roderick painted in oils, so did Charlie. He has never worked with water colors.

People who like to paint get their subjects from different sources. Some

go outdoors in the summer especially and sit for hours painting a pleasant scene. Not so Charlie Matthews. He most often paints an imaginative scene or copies a picture he likes. He does landscapes rather than people and usually these scenes from nature have some water in them. Asked why, he



CHARLIE MATTHEWS modestly holds this oil painting of his as he poses for his own picture to go with the Review story.

ANYONE WITH A DROP OF SALT WATER in his veins would like this oil painting of a typical waterfront scene by Charles Matthews. Artists, amateur and otherwise, will note with pleasure what a good job Mr. Matthews has done on the reflections in the water along the wharves. Seamen, however, are apt to take more interest in noting that the tide has just begun to turn.



says a picture doesn't seem quite complete without some water in it. Charlie came originally from Stonington, Maine, way down along the coast and so he early became accustomed to the look of the sea wherever he turned.

He doesn't paint so much now as he used to. But he still can become quite lost in creating a picture. After it is done, he doesn't care. The fun is in the doing.

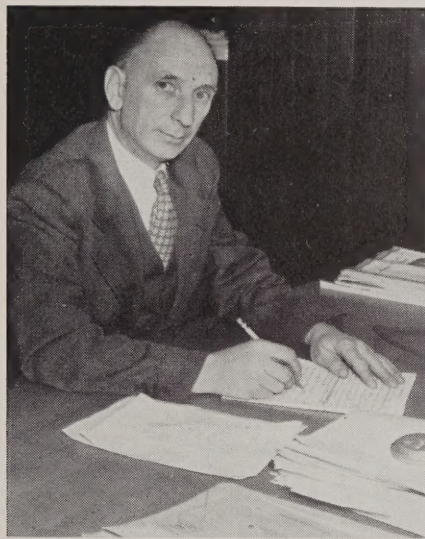
Modern Hiawatha

He killed the noble Mudjokivis;
Of the skin he made him mittens
Made them with the fur side inside
Made them with the skin side outside
He, to get the warm side inside,
Put the inside skin side outside;
He, to get the cold side outside,
Put the warm side fur side inside.
Thus, he put the fur side inside,
Put the inside skin side outside,
Turned the mittens inside outside.

Vito Tribuzio,
Nash Airflyte Magazine

Patent Specialist for All Divisions

SOON after the first of the year, James R. Hanley was transferred to the Research Department, with his desk at the Main Office in East Walpole. Up to that time, Mr. Hanley had for some years been a Chemist at the Norwood Roofing Laboratory.



James R. Hanley

Whereas he was formerly interested primarily in patent applications from the Building Materials Division, Mr. Hanley will now work on patent applications from all divisions. He will also assist the Research Department with special investigations. His experience in both the Floor Covering and Roofing Laboratories and his ability to investigate thoroughly and analyze problems make him well qualified for this work.



the Question Box

ANY questions — on company operations, company policy?

Beginning in April, the Bird Neponset Review will start a new feature — the Question Box. This space will be set aside each month to answer your questions about Bird & Son operations and policies.

Any employee may send in a question by writing it on the card enclosed with this issue of the Review. Questions can be signed or unsigned as you wish. Just write them down, put the card in the envelope, seal and drop it

in the mail. No postage is required.

Although questions do not have to be signed, they must be of general interest to Bird & Son employees and must not deal with confidential matters. Questions that cannot be answered in the column will be answered direct if you include your name and department.

LOOK FOR THE FIRST ANSWERS
TO YOUR QUESTIONS IN
THE APRIL ISSUE.

Policies Regarding Servicemen

Family Insurance

THE following announcement regarding Group Insurance coverage for the families of employees who go into military service was posted on bulletin boards last month:

Arrangements have just been completed so that hospital and surgical coverage may be continued for the families of Bird & Son employees who go into military service, *if the employee is already under our group insurance plan.* All other coverage under this plan will be discontinued until the employee returns to active work. For those employees who wish to continue the family coverage the cost is \$4.50 a month based on the present benefits. Employees leaving for active service should sign up for this coverage at the time they stop work if they plan to carry it, but will have thirty (30) days in which to decide, although the family will not be covered during this period.

Employees already in the service will have thirty (30) days from now in which to pick up this coverage for their families.

Unmarried employees who are under the group insurance plan at the time they enter military service may take on this coverage later, if they marry.

In order to be protected for maternity cases, employees must have the family coverage for a full nine months.

CREIGHTON HILL,

Director of Personnel.

January 26, 1951.

Letters to this effect were sent to the families of men already in the service.

Leaves of Absence

IN compliance with the spirit and the letter of the Selective Service Act of 1948, under which we are still operating, the company will grant a leave of absence to any employee other than temporary who is inducted, who enlists, or who is recalled into the armed forces of the United States. This includes the Army, the Navy, the Air Force, the Marines and the Coast Guard. At the present time, it does not include the Merchant Marine.

For hourly paid employees, "other than temporary" is interpreted as any person who has completed the probationary period specified in the collective bargaining agreement with the union at the plant where he is employed.

See separate statement for the company's provisions for insurance protection under the Group Insurance Plan.

Dome Problem

How would you hang scaffolding inside the dome of the capitol at Washington if you had the job of painting it? They hadn't done it for forty-three years and it looked like quite a job. The solution of the problem turned out to be a curved ladder made of aluminum. This ladder, fifty feet long, was so constructed as to fit the curving lines of the inside of the dome.



Milling Around

MAIN OFFICE AND SALES

JULIA SMITH	DOROTHY McEENEY
SABINA COSTELLO	JULIA LEWIS
LOUISA GRAHAM	WILLIAM GRAZADO
RAYMOND CASE	MARY McDONOUGH
PAT McDONALD	

Christmas gift hope chests were received by Marjorie Lamore, Jean Reid and Helen Cullen.

Marianne Radzwill left Bird & Son on January 10 to accept a new position at Draper Brothers in Canton. She is to supervise the installation of IBM machines and then supervise the department. The girls in our Statistical Department took Marianne to dinner at the Lord Fox and presented her with flowers and a Parker pen.

Louis Vazza is welcomed to the Tabulating Department. We hope his stay with us at Bird & Son will be a long and happy one.

The sound of popping buttons in the Cost Department on January 23 was caused by Wally Duncan's swelling chest. That morning his wife presented him with a new son, Junior. They already have a little daughter.

The Box Sales girls had a Christmas party at the Latin Quarter, Boston, which turned out to be a shower for Connie Marzuolo. Connie was presented with a radio in honor of her marriage to Carman Lorusso of Norwood on January 28.

Anne White, who has been out sick, was guest of honor at the home of Dorothy Mattson, Box Sales, when the girls from that department gathered on January 16 at Dorothy's to help Anne celebrate her birthday, coming the 19th, with a cake and the gift of a blouse. On the date itself the department sent Anne roses.

Parky Rogers and his department have received all new IBM machines. Pretty nifty!

The Lord Fox was the scene of a very enjoyable dinner party on January 17 for Annabel Cobb Smith, who has resigned to take over housekeeping duties. To aid her in her new work she was presented with a steam iron and sterling silver jelly server.

Welcome to Janet Laber, new Roofing Sales Correspondent, who has taken over Annabel's duties.

FLASH! Another diamond in Stenographic. The latest one belongs to Patty King, who recently became engaged to Paul Fulton, who works at our Norwood Flooring Plant.

Reporter Case of Credit "cased" his beat and sent in the following:

I strolled around as usual and asked for "news for the dope" and I never got so many No's. I don't think they're kidding either. Everyone seems to be working harder and longer this month — just no time left to observe. What with the depressing daily news we all seem to be hanging on by our teeth hoping we can meet the staggering state and federal tax programs. However, there was an optimistic note sounded by one fellow: "Spring is just around the corner, and, Malik is sick."

Kay Gullich has set the date of her wedding to Ralph Williams for March 10 at the Congregational Church in Norwood. The couple plan to live in Tampa, Florida, near MacDill Air Base, where Ralph is stationed. Kay has been working in Payroll and Ralph left for the service from Roofing Shipping.

Sympathy is extended to Betty and Marjorie Lamore on the death of Joseph N.

Lamore, Betty's father and grandfather to Marjorie.

Tom Benson, retired Roofing Salesman, has recently become a Salesman for General Building Products, one of our distributors. It's a sure guess that Tom did not have to go through any training period.

PAPER MILLS

THOMAS FLOOD	PETER GLEBUS
EDWARD GERAGHTY	CHESTER AMBRUSKEVICH
FRANK NYBORN	CAROLYN DELANEY
EDWARD WISNIEWSKI	NINETTE PETRONI
EDWARD POWER	ELNA GOTTBORG

Beat the rising cost of meat. Ralph Clifford of the Boiler Room sells his rabbits at a reasonable price. This is fine, if you like rabbits!

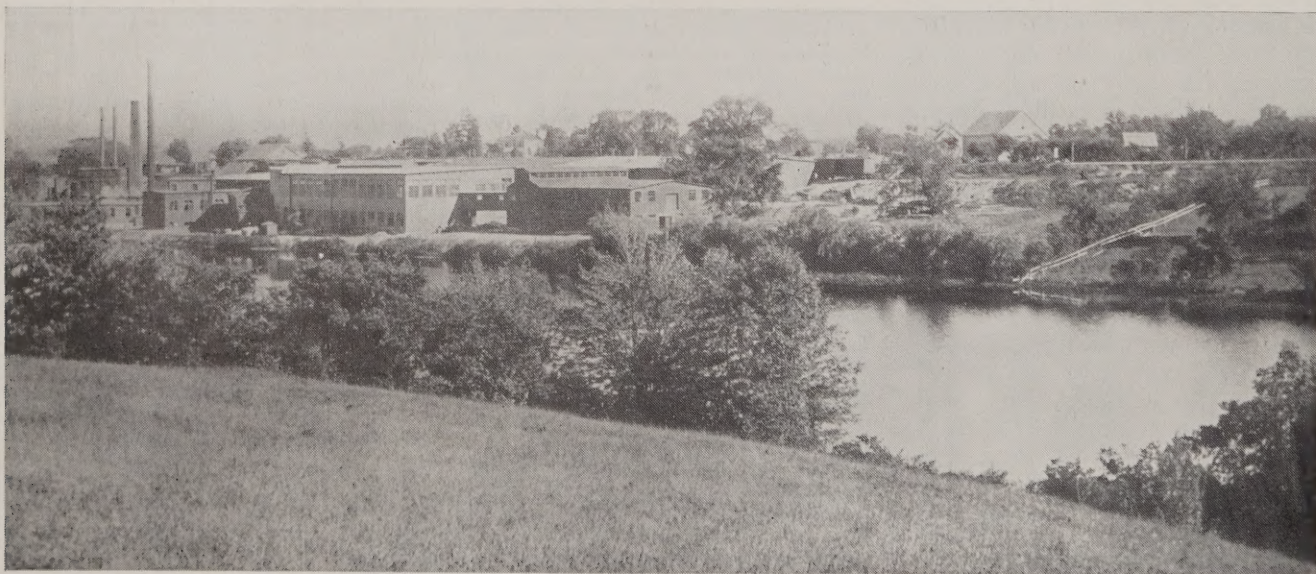
At long last Sulo Salomaa is sporting a brand new Pontiac.

Welcomed to DMC, the Cutting and Sorting Department at the Paper Mill, are Thomas Folan, Vincent Lapenus, Raymond Martini, Kenneth Stuber and Joseph Dorci.

Evelyn Helen Flood, new baby daughter of Tom Flood, didn't waste any time about making her appearance in the world. The evening of January 17, Tom's wife announced it was time to make tracks to the hospital. They got there at 11:40 P.M. and at 12:10 A.M. there was Evelyn. This is their second daughter.

We welcome Jerry Rignanese, new Messenger in the Mill Office.

Former Messenger Ronald Johnson has been transferred to the Box Shop. We wish him success on his new job.



EARLY PICTURE OF EAST WALPOLE MILLS, taken just after 1900, looking toward the plant from across the Neponset River. The picture was loaned the Review by Leonard Weaver, Geologist at the Roofing Plant, who said his mother found it among her old pictures. She used to picnic around here as a small child. The photograph was taken by the father of Raymond White of Dean Street, Norwood, retired mail carrier.



KATE COLLINS, retired, stands proudly beside her grandson, Father James Flanagan, a young priest now stationed in Guam. Mrs. Collins, who lives in East Walpole, worked for many years at No. 2 Box Shop.

Congratulations to the following who are observing their Bird & Son anniversary during the month of February: Alma Walsh, Leslie Hall, and Alfonse Sylvester.

It was a pleasure to see "Tap" Geary, retired, who visited us a short while ago. Drop in again soon.

Roger Flaherty and David Bowles, former Watchmen, are welcomed to the Finishing Mill.

Henry DeFlaminio of Stock Handling earned the title of "Honest Abe" the other day. A shipper from Somerville had loaded a freight car for Bird & Son with waste paper and in the process lost his wallet. He notified the authorities at Bird to be on the watch for it, in case it should be in the waste paper. Before they could check on the missing billfold, Henry DeFlaminio had already found it and turned it in.

Francis D. Gilmartin of North Walpole is welcomed to our roster of engineers.

Milton Gardner spent a pleasant stay at the Norwood Hospital as a patient. He's back with us and as good as ever.

It makes us happy to see Walter Kozlowski in our midst again. Walter had a long and serious illness.

NO. 1 BOX SHOP

JOHN P. WALSH	IORRAINE REARDON
RAMONA CHICOINE	EDWARD PADUCK
CATHERINE BELLEW	KENNETH HOUGHTON

Patty Lamore is welcomed in the Corrugated Department. She transferred from Wood Frame.

We wish good luck to Gretchen Balduf on her new job as Laboratory Assistant in the Flooring Laboratory.

Francis Burns is now in the service.

Edward Morrissey is on leave of absence to attend school. He is learning to be an airplane mechanic.

Jack Walsh has been out sick for several weeks. It is reported that the cause is that villain virus.

Charlie Wohler has a 1950 red Pontiac convertible. Now who is the most popular young bachelor in these parts?

Sam Hunter has been looking for a new car. Someone offered him \$50 for his 1937 model, but Sam decided he'd hold off for a better offer.

Paul Weta visited us this past month. Paul, who retired recently, is fine and has gained a little weight.

On the sick list we have had Betty Fraser, Frank Montisano and Edward Fitzpatrick. We wish them all a speedy recovery.

Betty Marshall of Brookline is the lucky lady who is wearing a diamond given her at Christmas by Robert Nordblom of the Wood Frame Department.

NO. 2 BOX SHOP

BARBARA COYNE	JOHN MCGRATH
A. D. SMITH	BERTA WHITE

Alfred DeFlaminis and Michael Downing are new owners of 1951 Pontiacs.

Joe Blais is the proud father of a baby boy, born January 22. Where are the cigars?

We are glad to see Eddie O'Neil back to work after his long illness.

Catherine Brady was the lucky winner of the \$1000 Veterans' Pool.

Glad to see George Docar back. He was out with a strained back.

When you read this, Myles Towle, remember we are all missing you. Myles has been very ill and is still out.

"Minty" Saulen looks kind of beaten down. Reason: He's been walking the floor with that new baby.

"Polar Bear" Ralkavich almost drowned ice fishing in Foxboro. If it weren't for "Hokus" Heikkila, he would have. Hokus had to jump in after him. The water wasn't deep enough for Carnegie medals, perhaps, but it sure was cold.

We offer our sympathy to Louise Driscoll in the loss of her brother.

Uncle Sam has said "Howdy" to Joe Foley and he is awaiting his call for a physical.

Al Dorci has been rendering a few vocals of late at a nearby night spot. The response has been very favorable.

Kate Collins, retired, has not forgotten the shop. She came in to see us the other day.

Leo Sears has been looking for a good used car. Anybody got one for sale?

ROOFING MILL AND OFFICE

ARTHUR MCKENNA	ROGER PERCY
LEONARD WEAVER	JOHN FOLAN
LOUIS SILVESTRI	VICTOR NARCISO
JOSEPH NEVINS	JAMES MURRAY
JOHN HUTCHINS	WILLIAM STEWART

Jim Hanley, after many years' affiliation with the labs at Roofing and Flooring, is now stationed with Research Director Frank Reynolds as a patent specialist. We wish him good luck in his new position.

The Laboratory lost another man through transfer during the past month. John Koval has become Foreman of No. 7 Machine, manufacturing siding products.

New cars are an old story these days except when they are brand new. Then they deserve mention. Ed Jones is now being seen in a spankin' new Dodge Meadowbrook. He says it has been so long since he drove a black car that he feels like an undertaker.

John Corcoran from No. 7 Machine has been called back to the Navy. Jimmie Reynolds will miss his good advice on happy living.

John Famolle has also been recalled to active duty with the Navy.

Deeb Esber and John Korpela, we are sorry to report, have been out sick for some time.

Whenever Norman Smith is asked if he



OURS IS THE BEST, say these charmers in the Flooring Sales Department. They are Doris Eveline, Viola Giovannucci, June Crean and Mary Wallace. Practically every department had its decorations and the whole effect throughout the offices during the Christmas season was very lovely.

has any news for the Review he replies: I have no statement for the press!

Charlie Savage, retired, formerly of Shipping, was in East Walpole the other day. This winter he has been staying with his daughter in Sullivan, Maine. But come spring he will be back being "mine host" in the tourist business at his home in Searsport.

On the sick list have been Mike Groganale, Karl Vitinsh and Tony Phillips. We hope they will be back soon.

Alec Alessandrini spent the New Year week visiting friends in Milwaukee. How did you like the plane ride, Alec?

Bertil Ostrom is now on the engaged list, having taken the first step towards matrimony at Christmas time. Best of luck, Bert.

Driving cars new to them are:

Gordon Seabury, '46 Olds

Mal LeGay, '38 Chev

Charles Carter, '46 Buick

Bunny McDonough, '46 Ford

Donald Penza and Edmund Cormier are two more who have left for the service. Good luck, boys.

On February 1, Roger Amadon became a resident of Sharon.

A little late to report it in the Review, but last October 26 a 7 lb. 5 oz. baby boy, named Kelvin, was born to the James Hanlons.

The Roland Avery committee's presentation of the annual Christmas party was a huge success. Jim Tennant's selections on the euphonium were received with great enthusiasm. He reminded everyone of the old-time ditty which, to our knowledge, has never been written down before:

The great little mon

Played the big bass horn.

He played and he played

'Til his wind was all gone!

Maestro Chet Newell conducted John McDougall in some vile selections on the harmonica. They were good — vile they lasted!

When Bob Grover left for the Armed Forces, Bernard Bailey, on behalf of Bob's fellow employees, presented him with a new watch. Accurate time will be necessary if Grover is to hit that chow line regularly.

Frank Sutherland has forsaken the smooth-running Hudson. He is now the owner of a sleek, new Ford.

Mrs. Helen DeSavage is welcomed as new Clerk in Finishing (FFR).

Bill Pratt and Tom Rogers are the sponsors of Bow Tie Day at the Flooring Plant. Latest followers include Ira Gray, Rolly Avery, Ernie Paciorkowski and Chet Newell. The confusing thing about their sponsorship is that Tom and Bill are most secretive about the correct day on which their disciples should appear in their "Harry Haberdashery."

transferred to the Linoleum Department, leaving Brother Renaldo Rossi behind.

James Sullivan saved a maiden in distress. He chased a mouse in the cafeteria, but he proved to be too slow. The mouse got away.

Edward Silva is welcomed to the Undercoat Department Office.

Bird & Son got free advertising in Liverpool, England, when the newspapers there reprinted an article from the Bird Review about Tom Blundell, native of Liverpool, who was in the British Merchant Marine for many years before coming to the United States and working for Bird & Son. Tom says his mother is going to send him a copy of the British newspaper and we may have more about this in a later issue.

We are sorry to report that Benny Semski is at the Norwood Hospital.

James Porter has been in to see us and looks fine. He says he will be back on the job soon.

The military Mills brothers have chosen different branches of the service. Charlie is aboard the U.S.S. "Wisconsin," whereas Arthur, choosing to walk rather than ride, is in the Infantry at Camp Cook, California.

Pete Peterson is back to work again after a sojourn in the Norwood Hospital. Glad to report he is fine again.

Ken Ferdinand reports that his television set is always out of focus. He never sees the fights the way the judges see them.

James Hazlett of the Oil Boiling Department became a father for the third time. It's his third daughter, which raises the question: Is he catching up with Eddie Cantor?

Acknowledgments

To thank you for your kindness and sympathy at a time when it was deeply appreciated.

Family of the late
John H. Chamberlain

Your kind expression of sympathy is deeply appreciated and gratefully acknowledged.

Edgar M. Grout and Family

Your kind expression of sympathy is gratefully acknowledged and deeply appreciated.

Mrs. L. Uzdawinis and Family

Your kindness and sympathy is more deeply appreciated than any word of thanks can ever express.

Benedict P. Devine

To thank you for your kindness and sympathy at a time when it was deeply appreciated.

Betty Lamore

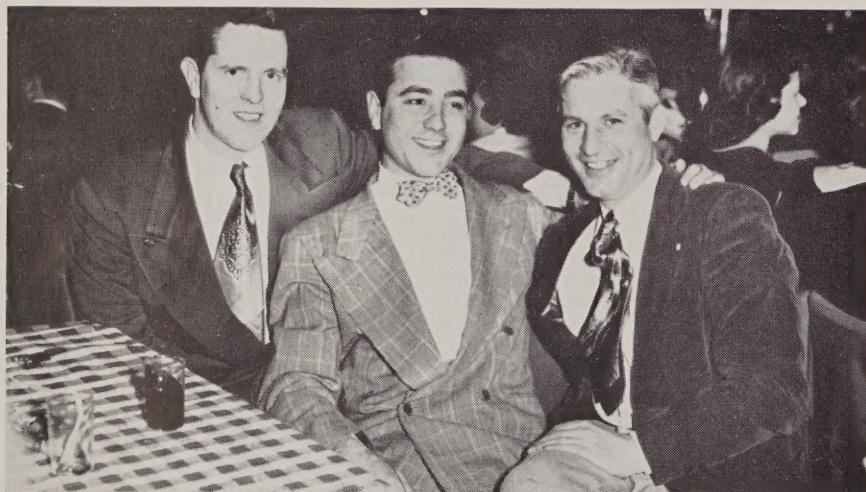
Gratefully acknowledging and thanking you for your kind expression of sympathy.

The Family of the late
Josephine Coffin

Your kind expression of sympathy is deeply appreciated and gratefully acknowledged.

The Family of John McEwan

(Other Acknowledgments on page 13)



AT A LOCAL NIGHT SPOT with some of the boys at Roofing Plant who dropped in the other night, including, l. to r.: Bob Goode, Mike DelGrosso and Bill Haggerty.

FLOORING MILL AND OFFICE

RICHARD ELLIS
JAMES CONNOLLY
CHARLES COBB
ROBERT TAYLOR
WILLIAM CHERRY

DOROTHY HAWES
JOHN GROVER
FRANK KARSHIS
STEPHEN WOSNIAK
LEO PADDUCK

S. F. CAVANAUGH

Philip Muehlberger was out as the result of an industrial accident. We are glad to see him back to work.

Sorry that Harvey Hayward has been out sick for so long. We hope he will soon be able to be back with us.

Alva Matthews, transferred from the Print Machines to the Tile Department, had a new daughter, born January 1.

Glad to see Ed McLean back to work again. Ed spent a few days in the Norwood Hospital overcoming his recent illness.

We welcome to the Print Machines: Robert Caddigan, James Carr, Charles Consentino, Patrick Naughton, Wilfred Morency, Gerard Cochrane, Maxice Surowiec, Joseph Wysocki and Winthrop Day.

John Delaney is now known as the Song Bird of Bird & Son after the exhibition given by this gentleman at the Bird Club banquet. He is also quite a dancer.

Since Al Simaski has gone on the crane job, he dreams he is riding on a trolley car.

The famous Red Slate Twins of the Undercoat Department have parted company. William "Pancho" D'Amico has been

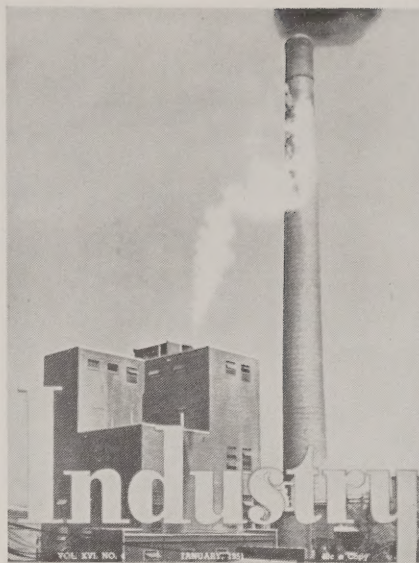
We Are Headlined in AIM'S Jan. Issue

HAVE you seen the January issue of *Industry*, the monthly magazine of the Associated Industries of Massachusetts? If not, take a look at one of the copies in your Brigade Room. You will see Bird & Son's new Power Plant on the cover and pictures and a story about Walpole industries inside.

The cover of *Industry* is the same picture that Photographer Walter Hartig took for the cover of the June 1950 Bird Neponset Review. The Bird & Son pictures in the article are also pictures which have already appeared in the Christmas 1950 issue of the Review. The Christmas pictures were also taken by Mr. Hartig.

The article on page 33 is headed "Prosperous Walpole." It tells how a variety of industries make Walpole the second largest industrial town in Massachusetts. The article says that Walpole, "the home of nation-wide enterprises, is a community of good jobs, good wages and a moderate tax rate."

Bird & Son being the largest and oldest industry heads the list in the article. Other companies included are Hollingsworth & Vose Co., the Kendall Co., Bird Machine Co., L. F. Fales Machine Co., Kirk-Young Machine Co., Holiday Brands, Inc., Precision Gear Co., Frank M. Hill Machine Co., Porto Products, Walpole Woodworkers, and several others.



IF THIS LOOKS FAMILIAR, it's because *INDUSTRY*, magazine of the Associated Industries of Massachusetts, borrowed the Neponset Review cover picture for June, 1950.

Choral Society Goes to Marine Hospital

NEXT performance of the Neponset Choral Society will not be before the public. It will be given on February 27 for patients at the Brighton Marine Hospital. Asked by the Bird Club Veterans' Show committee to consider giving a program before a veterans' hospital audience, Chester H. Porter, chairman, has made arrangements for the chorus to go to this hos-

pital. Here seamen from foreign nations as well as Americans from the Navy and Merchant Marine are cared for.

The program selected by Director Leonard Weaver is made up of numbers which the society has already presented in public concert, besides some new songs. They will include spirituals, musical comedy medleys and novelty numbers. Besides the chorus, a male quartet drawn from members of the chorus will add variety to the program.

Since rehearsals began again in January following the society's Christmas concert, several new people, both men and women, have joined. The membership now totals over sixty. At their regular Monday evening meetings at Bird Hall in East Walpole, the Neponset Choral Society is rehearsing not only for its veterans' concert, but for a public concert coming later in the spring.



ENJOYING THE SNOW on her sled is little Linda McDonough, 18-months-old daughter of Mr. and Mrs. Bernard McDonough. Linda's dad works on No. 9 Machine at the Roofing Mill.

THE NATIONAL RIFLE ASSOCIATION OF AMERICA

ATTENDANCE CERTIFICATE



This Certificate is awarded to _____ as evidence of successful completion of a course of rifle instruction conducted by an approved N.R.A. Basic Smallarms Training School.

Issued at _____ this _____ day of _____ 19____

NRA INSTRUCTOR

EXECUTIVE DIRECTOR

RIFLE ASSOCIATION CERTIFICATE. The Minute Man remains a symbol of American preparedness on this sign of completion of a basic smallarms training course, now being given under the Tri-Mill Sports Club.

Acknowledgments

Thank you sincerely for your kind expression of sympathy. It was deeply appreciated.

Muriel McDonald and Family

To thank you for your kindness and sympathy at a time when it was deeply appreciated.

The White Family

Gratefully acknowledging and thanking you for your kind expression of sympathy.

The Family of the late
Leo C. Sullivan
Phillipsdale

(Other Acknowledgments on page 12)

SHREVEPORT NEWS AND VIEWS

STAFF: LUCILLE MCMURTRY, D. L. OLIVER, JR., WILLIE L. SMITH, FRANK MARKHAM, CYRIL WILDE, EDWIN SOMPAYRAC
RICHARD POTTER, Photographer

Shreveport Speaks

Joe Springer sat on his glasses the other day and phoned Jack Cooper to come tend the Storeroom while he went to town. Jack wondered if he went for first aid or to have his glasses fixed, or both.

Kenneth Dean Washington arrived December 9, 1950, and weighed 9 lbs. 7 oz. He is the sixth child of Ophelia and Tyeska Washington.



SANTA CLAUS DUDE DAVIDSON, Shreveport, after playing the role for the neighborhood children, has the pleasure of doing the same for his Navy son Bobby, home for the holidays. Note the striking resemblance between the two men, at least above the whiskers.

Uncle Sam gave Thomas Williford a little time off around Christmas time. We enjoyed having Tom and Mrs. Williford eat chicken with us along about midnight, December 23, 1950.

Elijah Taylor suffered an automobile accident December 16. Both collarbones were broken as well as three ribs; pneumonia developed a few days later and all in all, Elijah had quite a time of it.

Ralph Mitchell showed us a small but live alligator today that his dad had caught down in South Louisiana. Ralph had a good grip on this reptile just behind his head about where his ears should be (I didn't get too close) and those little white teeth looked pretty sharp. Actually the bite of this small alligator probably wouldn't be as serious as an accident that could be caused

by our embossing or calender rolls. But the rolls don't look at you the way that alligator was looking at me. He looked hungry!

Fergus Bryant had his appendix removed December 28. He entered the hospital about the time Bill Baxley was getting out; minus his appendix, that is.

Shreveport enjoyed visits from Messrs. Anderson, Ahlgren, Wilkins, Eberle, Van Pelt and Massey recently.

During the Christmas holidays, the Shreveport Office was made much brighter by the beautiful poinsettia given us by Robert Cobb. This was very nice of you to remember us and thanks a lot, Cobb!

By the time this is in print, Vivian Wilson will have undergone a major operation. Vivian seems rather cheerful about it now and we wish her a very speedy recovery.

It's late to note it, but we did enjoy seeing Mr. and Mrs. T. D. Blanchard, Mr. and Mrs. L. G. Houston and Mr. and Mrs. A. G. Harper, who were in Shreveport during a part of the Christmas holidays. Blanchard hates like the dickens to leave Texas, even for a visit, but we have made him confess that Louisiana is tolerable for brief jaunts. Al Harper, also from Texas, and "Red" Houston from Alabama don't appear to have been so deeply affected by their adopted states. They both admit Louisiana is a grand place, especially Caddo Parish.

We are all grieved to hear that Juanetz Bruce's grandmother passed away January 12. Our sincere sympathies go to Juanetz for her sudden loss.

Oliver "Muscles" Daugherty is sporting a new 1949 Hudson 4-door sedan. It is a nice car and looks new in every respect.

Harold Maricelli is wondering how often a man must go through the misery of being spotted as a leopard from painting the house. However, I understand there was no

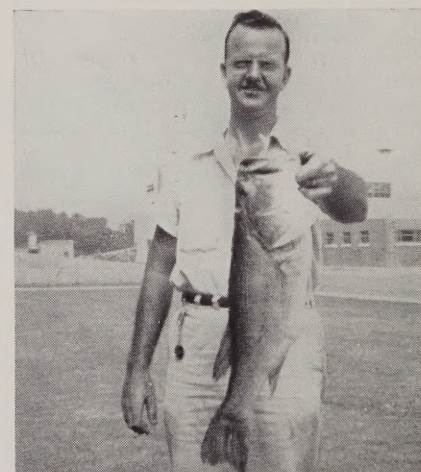
back talk as Harold put the ladders in place and picked up the brush to get it over as soon as possible.

Of course it has been going on on the "Q.T." for some time. Lucille McMurtry purchased a new DeLuxe Singer Sewing Machine and now that she has completed her course in sewing, we are seeing a variety of dresses, blouses and skirts which should please the most particular person.

It's the changing times that gets you; Alvin Patterson, the night coater operator for the Roofing Mill transferred to the Felt Mill as Beater Boss on the third shift a couple of months ago. January 1, Charlie Patterson (his dad) transferred from Coater Operator day shift to Beater Boss AND Alvin transferred back to Coater Operator night shift. Good luck to both of you fellows!

We were happy to see J. D. Pharr back on the job after a long illness in the hospital and at home.

The annual Christmas Party was held in the Washington Youree Hotel dining-room on the night of December 20. A large number of employees attended and dancing, dining and fellowship were enjoyed until the late hours. The decorations and entertainment were under the directions of Frank Markham, Ann Eddy and Juanetz Bruce, who did a wonderful job.



IT TOOK SIX SCALES to settle the weight of this fish. Willie Smith holds his large mouth black bass, which won the latest Big Bass Contest. The bass was caught on Cross Lake late one afternoon and weighed in at the plant by a number of rival contestants. After a few words were exchanged and five scales used, it was decided to take it to a grocery store and accept the weight registered there. The decision: 4 lbs., 14 oz.

Wins Bass Contest

IF you haven't seen it already, you will. I mean that new Hamilton pocket watch and chain Willie Smith purchased with the funds he won by catching the Biggest Bass in the Contest. This prize winner weighed 4 lbs. 14 oz. and it took Smith eighteen months to catch him. There are a number of so-called fishermen around the Shreveport Plant, it might be added, who couldn't catch a 4-lb. bass in the same length of time.

A new contest started January 1 and will run until June 30.

Berry Asphalt News

By STELLA HINES

A. H. Anderson and W. C. Ahlgren of East Walpole with L. L. Williams of Shreveport were welcome visitors to Magnolia on January 15 and 16.

W. G. "Bill" Franke breezed in from Chicago one day during January and lifted the morale of the Magnolia office personnel for a short spell. During about one hour which he spent saying hello to some of his friends "on the Court House Square," he gathered more local news than we had heard in weeks.

Margene Hart, who formerly worked in the Stephens refinery office, is to be congratulated on her new baby boy, Davis Hart, who made his arrival on Sunday, January 14.

Betty Taylor, Royalty Division, became Mrs. Jack Miller on January 26. The Magnolia office personnel presented Betty with a Presto cooker to assure Jack of a few square meals.

Our congratulations to Hank Swanson, who has just been commissioned 2nd Lieutenant in the Army Active Reserve Corps of Engineers and is attached to the Little Rock Unit as highway engineering officer.

Magnolia, like all the rest of the country, has shivered under a heavy coat of snow and sleet lately—water pipes have burst and cars have been frozen in their tracks—but on the night of February 2 in the home of Chester Eberle everything was warm, cozy and quiet. Suddenly, from outside there came the noise of many feet knocking off the snow and many voices blended in the old familiar "Happy Birthday to You" greeting. Yep, it was a surprise party planned by Mrs. Eberle and, from all reports, a real surprise and a real success.

H. B. Pullar's many friends will be happy to see him back at his desk soon after a long absence and sojourn in the hospital in Chicago.

It is always a pleasure to have Jim Van Pelt, of the Chicago office, drop in for a few days' visit. He, with Frank Gilmore, Kansas City, were with us this week.



HAPPY COUPLE. Lois DeWitt Cooper and her husband, Al, on their wedding day, September 1. Al is now with the Army in Tokyo and Lois is a Sales Correspondent in the Chicago Office.



CUPP - HINES WEDDING. In a beautiful double-ring ceremony Margaret Janis Hines became the bride of Pfc. Roland B. Cupp, son of Mr. and Mrs. Burton Cupp of Magnolia. The service was performed at the Central Baptist Church on Sunday afternoon, January 21. The bride is the daughter of Mr. and Mrs. W. F. Hines of Magnolia. "Skippy" Cupp is stationed with his Air Force outfit at Biggs Field, El Paso.

How to Take a Vacation You "Can't Afford"

Take your vacation when the crowds don't.

That's your best answer if you're looking for a way to beat the high cost of vacations at the places your family wants to go, according to *Better Homes & Gardens* magazine.

Rates are 40 to 65 per cent less in Florida, 20 to 30 per cent less in California, 25 to 40 per cent less in New England and 20 to 25 per cent less in the Rockies in the off-season.

If you want to save up to \$15 a week for each family member, go to Florida from May through November. Visit New England, upstate New York and Pennsylvania before late June or after Labor day. Choose the same periods for the Rocky Mountain states, the Pacific Northwest and the mountain ranches of Arizona and New Mexico. Visit the desert resorts of the Southwest between May and October when the thermometer is rising slightly but prices are dropping.

Here are five other excellent reasons for taking off-season vacations:

1. It's a chance to enjoy luxury living. The most elaborate resorts slash prices when the crowds depart. You can enjoy the best and not strain your budget.

2. It's less crowded. If you travel with youngsters, you want a vacation that relaxes you. You can achieve this goal out of season. You don't have to fight for rooms, battle crowds or wait at the dining room. You get super-service.

3. It's safer, if you motor. The roads are jammed during "peak" holiday periods. Accidents mount up. Traffic jams delay you. Out of season, you have the roads to yourself—with leisure to poke along, picnic or sight-see.

4. It's more comfortable, if you go by train, plane or bus. Often there are special rates to famous resorts offered by airlines, railroads and bus lines. What's more, you can choose your own train accommodations

or book plane passage less than 24 to 48 hours ahead of time.

5. It lets you get to know people better in the resort area you visit. Half the fun of a vacation is the chance to visit with people. When the holiday rush is on, they are too busy to talk.

Utopia

Wouldn't it be great if we had:

1950 wages
1926 dividends
1932 prices
1910 taxes



THEIR HUSBAND AND FATHER is in Korea. Richard W. Bruce was one of Shreveport's first employees to be granted military leave. Meantime Dorothy works to help pass the time away until he comes marching home. Richard must fit with somebody for his latest address is full of firsts. He is a private first class; 1st Platoon, A Company, 1st Battalion, First Marine Division. All this is c/o Fleet PO, San Francisco.

PHILLIPSDALE

REXFORD H. SALISBURY
MANUEL OLIVER

DAVID S. LOWRY
ARTHUR TRUDELL

LESLIE E. HOWARD
ROBERT CROWLEY

Union Banquet Honors Retirees

EASTERN Building and Roofing Employees Union held their annual banquet on the evening of January 14 at the 1025 Club in North Providence. At this time they honored three retired employees — Manuel Costa, James Kuzmich and Stanley Sorzadel. In spite of a very stormy night, 211 members and friends attended and all seemed to have a good time.

Among those seated at the head table were Paul and Mrs. Knight, John Murphy and Mary McCarthy of East Walpole.

The committee arranging the affair was made up of Bill Queenan, chairman, and Manuel Oliver, treasurer. The results showed that they did the work well.

Leo Sullivan

WE were all very sorry to hear of the death of Leo Sullivan on January 24 after an extended illness. Leo worked on the Saturator and had been with us since March, 1946. He was well liked by his fellow employees and will be missed by all of us.

The funeral was held from St. Brendan's Church, Saturday morning, January 27. George Jobin, Joseph Queenan and Robert Berry were among those who served as pallbearers. We extend our sympathy to Mrs. Sullivan and family.

New Firemen Fill Brigade Vacancies

SEVERAL changes were made in the Phillipsdale fire brigade January 1 to take care of positions left vacant by men who have changed to different shifts or resigned. The companies now are all at full strength, with each company composed of men working the same shift. We are looking forward to some interesting drills and increased interest in fire prevention.

The new men who were appointed to the brigade are as follows:

Enar Peterson, DPR	Pumpman
Phil Zompa, DPI	Hydrantman Co. 3
Robert Blake, DPM	Hoseman, Co. 4
Anthony Tirocchi, DPM	
	Reelman of Reel Co.
Albert Hamel, DPP	Lieutenant, Co. 3
Anthony Gouveia, DPC	
	Hoseman, Co. 3
Bill Gecawich, DPC	Hoseman, Co. 3
John Clark, DPI	Hoseman, Co. 2

Manuel Oliver has been made Superintendent of Apparatus; John Rogers has been made Captain of the Reel Company; Fred Matthews, Lieutenant of the Reel Company; and Allen Perkins, Captain of Company 3.

Top Spot Fight Marks Departmental League

THE Office team has regained the top spot in the bowling league again although the Millwrights and the Engine Room teams are close behind. As of January 17 the league standing was as follows:

Team	Won	Lost
1 Office	42	26
3 Millwrights	38	30
5 Eng. Room	38	30
4 Yard	32	36
6 Insul Board	26	42
2 Machine Shop	28	40

Gil Dias still holds the high single of 151. John Cyronak still has the high average, 112 50/51.

Those bowling over 100 now are:

John Cyronak	112 50/51
Clif Soderlund	105 45/51
Howie Inman	104 8/39
Ray Nolan	103 26/42
Bill Kanoski	103 3/48
Mat Pino	102 36/47
George Condry	102 26/51
Bob Pearson	102 1/39
Gil Dias	101 33/45
Fred Pierson	101 14/42
Shag Amaral	100 27/36
Joseph McBride	100 11/50

Five Learn First Aid

FIVE men at Phillipsdale are taking an American Red Cross First Aid course. These men are: Helge Holter, Clarence Pierson, Fred Pierson, Paul Johnson and Manuel Oliver.

After they are trained they will be the men we can turn to at any time when we need a capable first aid man. One or another of them will be available at the mill at practically all times when the mill is running.

We expect, of course, to continue having the district nurse here every afternoon.



DIRECTORS OF THE NEPONSET CREDIT UNION, which recently marked its thirty-fifth anniversary of service to employees of Bird & Son. Front: John Burke, Hilda Rafuse, Walter Hartig, President; Joseph Coburn, Vice President; Velma Cobb, Clerk; and A. W. Smith, Treasurer. Back: Nelson Phillips, Russell Tupper, Howard Whitney, Leo Bernier, Wesley Beaulieu, Arthur Colburn and Nelson Bartlett. Newest member is Mr. Phillips, recently elected to fill the vacancy created by the withdrawal of B. D. Rogers from the board. Mr. Rogers, a charter member, has until this year served continuously as a director of the Credit Union.

Phillipsdale Safety Committees Named

NEW safety committees have been appointed for the first six months of 1951. We are looking forward to a sincere effort to better our accident record. The men on these committees will meet monthly to discuss the problems in their departments. If you have any safety suggestions, please discuss them with these men.

DPH	DPT
Ernest M. Oeser	Joseph Medeiros
Joaquim Ferreira	Joseph White
DPC	Paul J. Hamel
Manuel V. Rebello	DPX
Anthony T. Gouveia	Antone S. Vargas
DPP-B-L	Antonio B. Amaral
John Arruda	Dudley P. Perry
Philip Gordon	DPI
John R. Medeiros	Edgar C. Vatcher
DPM	Arthur A. Medeiros
Joseph M. Wynne	DPIF
Alfred L. Hammond	Henry Dutra
John A. Cyronak	Michael Pella
DPR-E	INSP
Wilfred Couture	Charles Del Valle
August Enos	Serafim Moreira
Joseph Alves	Joseph Simkevich
Manuel Alves	
DPV	
Manuel Silva	
Charles P. Hoard	

Phillipsdale Notes

Among those receiving congratulations as members of the State Champion Class A East Providence High School football team was John C. Soderlund, Jr., son of "Cliff" Soderlund of Maintenance. At a dinner given the team at the Narragansett Hotel, January 8, by local groups, Junior was presented with his letter, a jacket and a gold football. He was quarterback on the regular team last year and since he has another year to go, we expect great things from him.

Our sympathy is extended to Tommy and Jimmy Rich on the recent loss of their wife and mother.

By this time, Arthur Trudell and Fred Couture are probably back to work again. Both of these men were out with rather serious illnesses and we are glad to see them return.

John Borges is sporting a new Chevrolet and Leonard Boucher has a new — to him — Packard.

Brotherhood Week

February 18-25, 1951

Sponsored by The National Conference of Christians and Jews

By DR. SOLOMON B. FREEHOF
RABBI, RODEF SHALOM TEMPLE
PITTSBURGH, PENNSYLVANIA

There is no man without prejudice. In truth there is no one so righteous on earth "that he sinneth not" in this regard. But it is also true that there is some sense of fair play and potential comradeship in

every heart. The relative proportion of prejudice to comradeship in each person is the index of his decency.

The philosophy of the National Conference of Christians and Jews is based upon the presupposition that both of these characteristics exist in all people. It is, therefore, neither blind to the ugly facts of how people act nor depressed and discouraged by such actions. Its function is to mobilize those people in whom decency is greater than prejudice and to create favorable public notice for the ideal of human comradeship. This work is always God's work and it is particularly needful in days of tension such as these, when impending world dangers create greater irritability and a readiness to look for scapegoats. This is the time for help and encouragement to the National Conference of Christians and Jews. This is the time to fulfill the Biblical mandate, "I seek my brethren."

\$25 Suggestion by Roofing Employee

JOHN P. MALEIKO of No. 9 Machine at the Norwood Roofing Plant and cartoonist on the side earned a \$25 Improvement in Product award at the January suggestion meeting. He suggested a change of design for rods used on Rubberlike, which has resulted in a better package. This is the second Improvement in Product award voted within a short time. Until this time there had been no suggestions in this class for several years.

In January the other six awards were evenly divided between the \$10 and the \$5.00 class.

Norwood Roofing

James W. Kelly, FBPM5	\$10.00
Malcolm M. MacDonald, FBM	10.00
Charles Alden, FBI	5.00
John M. Famolle, FBPM1	5.00

Norwood Flooring

Thomas E. MacDonald, FFP	\$10.00
Peter Stasis, FFN	5.00



MISS CINDY. This very sweet and very young lady is William Hall's new daughter, Cynthia E., nicknamed Cindy. Her father works at the Norwood Roofing Granule Plant.

In Military Service

BELOW are the men who have gone into military service since those listed in the January issue. January reports from plants outside Massachusetts have not, with one exception, come in at this date. If a reader finds at any time that a name has been omitted, the Review editor will be glad if that fact is called to his attention.

Francis R. Burns	No. 1 Box Shop
Richard E. Butler	No. 1 Box Shop
John J. Corcoran	Norwood Roofing
Edmund J. Cormier	Norwood Roofing
John M. Famolle	Norwood Roofing
Paul Galano	Flooring
Albert J. Hohmann	Norwood Roofing
Bronislaf E. Jankowski	Flooring
Arthur H. Mills	Flooring
Donald J. Penza	Norwood Roofing
A. L. Rambin	Shreveport



TYPICAL GESTURE. Mark Perkins reaches to catch the pretty light on his first birthday candle. Ruth Perkins, Purchasing Secretary, is his mother.

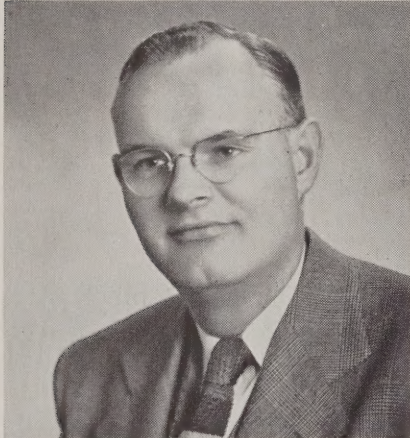


SWEETHEART AT SIX MONTHS is Betty Anne, daughter of Edwin and Betty (Sullivan) Jankowski. Her dad works in the East Walpole Finishing Mill and her mother used to work in the Payroll Department.

Sales Service Head Named for Chicago

B G. MACFARLANE has been named Sales Service Manager at the Chicago Office. He succeeds Ralph A. Wohlberg, who resigned December 31.

Mr. Macfarlane is a native Chicagoan and attended the city's public schools. Later he studied for a year at



B. G. Macfarlane

Miami University, Oxford, Ohio, and at the Northwestern School of Commerce.

Before joining the Bird organization Mr. Macfarlane was employed by the Metals Refining Company of Hammond, Indiana, as assistant sales manager.

In addition to his hobbies of stamp collecting and woodworking, he finds time to be a member of the Executive Board of the Boy Scouts of America as well as chairman of a District and a Council Leadership Training Commit-

tee. Mr. Macfarlane is also a member of the Hammond Civic Chorus.

The Macfarlanes have one son, Benedict, who is an Eagle Scout.

Bird Employees Voted into Town Office

AT the January 15 town elections in Walpole and Norwood, several Bird & Son employees were elected to office.

In Walpole re-elected to the Board of Selectmen were John J. Burke, Superintendent of the East Walpole Paper Mills, and Howard S. Hanna, Purchasing Agent. Also re-elected to public office were Benjamin D. Rogers as Commissioner of Trust Funds and Chester H. Andrews, Trustee of the Public Library.

Among those voted in as town meeting representatives in the Town of Norwood were: Herbert A. Schaier, George L. Barton, George L. Kozak, Edward W. Wisniewski, William W. Mattson and Stephen C. Traudt.

Close Contest in Main Office Bowling

By BERNIECE POTTER, Chairman

LEADING the Office Mixed League following the matches the evening of February 1 were Frank Hignett and his team with 17 points. Captain Walter Rockwood and fellow bowlers were second at 15 points. The teams of Warren Anderson and Howard Whitney placed third and fourth respectively. Trailing were John Murphy, Joe Erker, Jack Rambeau and Ambrose Fitzpatrick, in that order.

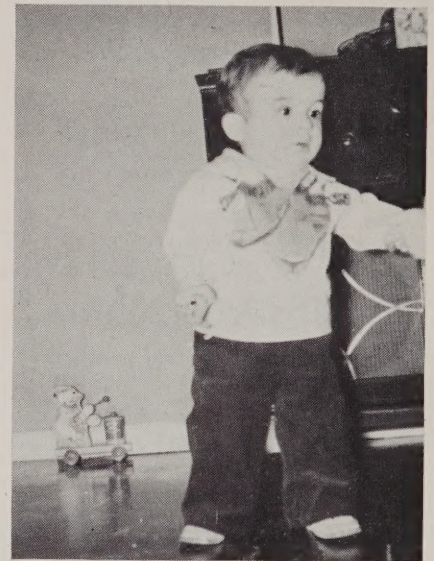
Prize winners for high single were

Kay Gullich for the girls—an 88—and for the men, Guy Hoyt with 101. Harriet Phalen turned in the best high three-string total. Tally, 238. Team captain Fitzpatrick knocked down 272 for men's high three.

All Fire Brigaders Get 30-Cent Raise

Thirty cents an hour increase has been approved for members of Bird & Son's Fire Brigades. This increase started as of January 1, 1951.

Fire Brigades have regular monthly meetings in all the large Bird & Son plants. There are over two hundred members in the various brigades throughout the company.



A FELLOW HAS TO REALLY CONCENTRATE when he takes those first steps. Peter Daester, just a year old, is the grandson of Helen Grether of the Chicago Office's Accounting Department.

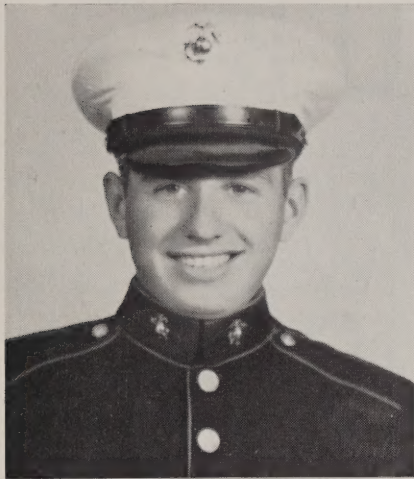
Citizenship Quiz

HOW good a citizen are you? Arbitrarily setting 150 (10 for each question) as top score, we think 70 is fair. If you get 100, you are a better-than-average citizen and there should be more like you who take an interest in their government. You got 120? Then you should run for public office. Anyone who gets 150 on this quiz is either a genius or a politician! See Answers, page 21.

1. Are you a registered voter?
2. Did you vote in the last national election?
3. Are you active in one of the regular political parties?

4. Do you take an active part in any of the following civic activities:
 - a. Civilian defense
 - b. Church work
 - c. Parent-Teachers Association
 - d. Chamber of Commerce
 - e. Boys' or girls' clubs (Scouts, Brownies, Campfire)
 - f. Volunteer Fire Department
 - g. Red Cross
 - h. Rotary, Kiwanis, etc.
 - i. Other Citizens' Association
5. Can you name your Senators and Representatives in Washington?
6. Name a major bill now before Congress.
7. Do you intend to notify your Congressman of your opinion on how he should vote on any major issue now before Congress?

8. Did you vote in the last state or local election?
9. Can you name your Representative in the State Legislature?
10. How did he vote on one piece of legislation in the last session?
11. The Bill of Rights in the U. S. Constitution guarantees certain things. How many of the ten rights can you name?
12. Did you contribute to the Community Chest, Red Cross, March of Dimes, or other recognized charity during the last year?
13. What kind of town or city government do you have?
14. Do you know any of the major issues now under discussion by your local city or town government? Name one.
15. Do you read a newspaper every day?



PFC EDWARD ADAMONIS of the U. S. Marine Corps. He recently won the silver crossed rifles of the Expert Rifleman during training at Parris Island. He has now been transferred to Naval Air Base School at Memphis. Before he left for the service, Edward worked at No. 1 Box Shop. His father is Joseph Adamonis of the Oil Boiling Department at the Flooring Plant.

Long Service List

WE give below the names of those whose fifth, tenth, fifteenth and twentieth anniversaries fall during the month of March, and of those who complete twenty-five or more years' service during this month.

Name	Year	Dept.	Years
William J. Quinn	3-9-00	Retired	51
Bartley B. O'Donnell	3-1-05	Retired	46
John S. Mattson	3-4-08	Roofing Plant	43
Ivar K. Lindquist	3-3-11	Roofing Plant	40
Felix Thompson	3-10-11	Office	40
John Peza	3-13-11	Roofing Plant	40
Salvatore Lacivita	3-8-12	Roofing Plant	39
Camillo DePlacido	3-22-12	Retired	39
John Broadley	3-2-15	Retired	36
John J. Foley	3-18-15	Retired	36
Stanley Alukonis	3-7-16	Retired	35
James Wilkes	3-10-16	No. 1 Box Shop	35
Michael Yasionis	3-5-17	Finishing Mill	34
Alexander J. McDonald	3-29-17	Maintenance	34
James Capone	3-19-19	No. 1 Box Shop	32
Joseph Catalano	3-26-19	No. 1 Box Shop	32
Howard S. Hanna	3-1-20	Purchasing Agt.	31
John Alexandrowicz	3-16-20	Roofing Plant	31
Earl H. Hanson	3-20-20	No. 1 Box Shop	31
Antonio Piedzewicz	3-24-20	Retired	31
Joseph Ambroszkiewicz	3-30-20	Roofing Plant	31
Hugh Rooney	3-31-20	Power & Steam	31
Berton L. Seekins	3-3-21	Flooring Plant	30
Girolamo Rignonesi	3-14-22	No. 1 Box Shop	29
William C. Head	3-20-22	Maintenance	29
Victor E. Grant	3-3-23	Flooring Plant	28
Steven K. Barron	3-5-23	Retired	28
John Malacario	3-22-23	Flooring Plant	28
Michael Curran	3-28-23	Retired	28
Marshall B. Lee	3-11-24	Box Sales	27
Thomas A. Rogers	3-31-24	Flooring Plant	27
John Flaherty	3-4-25	Retired	26
William A. Letts	3-4-25	Roofing Plant	26
Arthur P. Hassler	3-5-25	No. 2 Box Shop	26
Peter Folan	3-7-25	Retired	26
Helen S. Ballou	3-9-25	Retired	26
James DeChalles	3-11-25	No. 2 Box Shop	26
Alice Connolly	3-27-25	No. 1 Box Shop	26
James E. Belcher	3-30-25	Roofing Plant	26
John J. Goonan	3-26-26	No. 1 Box Shop	25
Earl A. Bradley	3-29-26	Office	25
Walter W. Kozlowski	3-31-26	Power & Steam	25
E. Thomas Benson	3-2-31	Retired	20
Delia T. O'Donnell	3-28-31	Finishing Mill	20

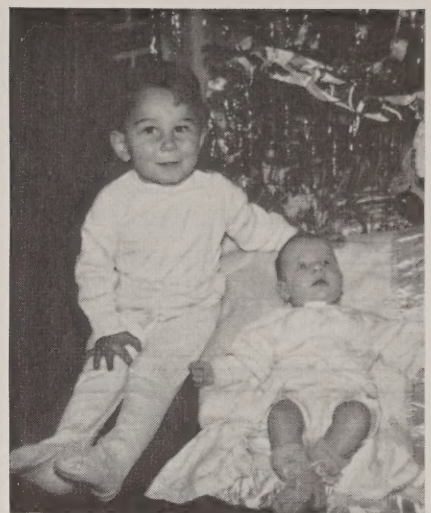


CELEBRATING NEW YEAR'S just like their grandfather are Carol Gromelski and Richard Zabrowski, the two youngest of John Zabrowski's nine grandchildren. Mr. Zabrowski works at No. 1 Box Shop. Little Richard's father is John A. of Roofing Maintenance.

Rudolph O. Nordstrom	3-2-36	Flooring Plant	15
John Buckus	3-2-36	Flooring Plant	15
George J. Lamore	3-13-36	Paper Mill	15
Joseph Purpura	3-17-36	Roofing Plant	15
Orville J. Spinks	3-19-36	Flooring Plant	15
Andrew N. Betto	3-26-36	Roofing Plant	15
Joseph L. Watkins	3-26-36	Roofing Plant	15
Victor G. Plosinski	3-27-36	Flooring Plant	15
Primalto Ciancarelli	3-27-36	No. 2 Box Shop	15
John A. Didik	3-30-36	Flooring Plant	15
Philip H. Holden	3-31-36	Roofing Plant	15
Eino H. Waukonen	3-31-36	Flooring Plant	15
Francis W. Forrest	3-31-36	Roofing Plant	15
Walker Adamonis	3-3-41	Military Service	10
William J. Grinavic	3-7-41	No. 2 Box Shop	10
Hilmer R. Forgeson	3-7-41	Flooring Plant	10
Arthur V. Kennedy	3-10-41	No. 2 Box Shop	10
Samuel J. Thompson	3-10-41	No. 2 Box Shop	10
William E. Riley	3-10-41	Flooring Plant	10
Joseph A. Nevins	3-10-41	Roofing Plant	10
Mary L. McDonough	3-10-41	Office	10
William J. Reardon	3-11-41	No. 1 Box Shop	10
William L. Stewart	3-11-41	Roofing Plant	10
Harry Robertson, Jr.	3-11-41	Roofing Plant	10
Everett W. Pyne	3-12-41	Roofing Plant	10
Charles F. Bailey	3-12-41	Paper Mill	10
Michael J. Malacaria	3-12-41	Roofing Plant	10
John Reynolds	3-12-41	Roofing Plant	10
Joseph A. Meau	3-13-41	Roofing Plant	10
John P. Stupak	3-17-41	Roofing Plant	10
Thomas M. Hopkins	3-17-41	Flooring Plant	10
Chester Ambruskevich	3-24-41	Power & Steam	10
Robert F. Bothwell	3-24-41	No. 1 Box Shop	10
Bronis W. Mackys	3-25-41	Flooring Plant	10
Everett H. Fuller	3-31-41	Flooring Plant	10
Annie M. Bannister	3-13-46	Auburn	5
W. Richard Watson	3-18-46	Paper Mill	5
Anthony Klosieski	3-19-46	Paper Mill	5

PHILLIPSDALE			
Henry C. Phelps	3-7-09	Retired	42
Helge Holter	3-4-12	Plant	39
Joseph DeCosta	3-5-24	Plant	27
Philip Gordon	3-2-46	Plant	5
William J. Gecawich	3-9-46	Plant	5
John J. Gecawich	3-9-46	Plant	5
Robert C. Berry	3-9-46	Plant	5
Leonard Boucher	3-9-46	Plant	5
Leo C. Sullivan	3-11-46	Plant	5
Allen D. Perkins	3-13-46	Plant	5
Anthony Silva, Jr.	3-13-46	Plant	5
Edward T. Smith	3-21-46	Plant	5
William Kanoski	3-28-46	Plant	5

CHICAGO			
Joseph Blosky	3-11-19	Plant	32
Albert J. Eohnenberger			
	3-24-21	Plant	30
David Calhoun	3-20-22	Plant	29
Rudolph Budz	3-15-25	Plant	26
Thomas Cooling	3-31-25	Plant	26
Robert W. MacLeod	3-17-36	Office	15
Martin Rosich	3-14-46	Plant	5



SONS OF RONALD F. MURRAY, left, Ronald E. and the baby, Neil Roy. Their dad works at the Linoleum Department at Flooring and their grandfather, also a Bird & Son man, is Herman Nordstrom of East Walpole Maintenance.

"Maybe they call it middle age because that's where it shows first."

— Mrs. Leroy Fox

Eggs and boys are much alike. There never was a bad one, if caught early enough.

This is the only country in the world where a man can ride up town in his own car to collect his unemployment check.

Absorbing Reading



BIRD CLUB

President John McDougall Comments on Club

NO, I didn't confiscate the Stone of Scone from across the big pond, but Scotland Yard shouldn't have wasted all those telegrams to Westwood confirming same!!!

The Veterans' Entertainment Committee braved some nasty weather the night of January 30th at the West Roxbury Hospital. Bill Graza's entertainers were reduced to a small group due to the weather and other commitments, but everybody enjoyed the show. One of the entertainers told me they love to play this hospital as they are such an appreciative audience.

So far, Table Tennis has not "caught fire" as much as we expected. However, we are still hoping the interest will perk up. Play is Tuesdays and Thursdays, 7 to 9, in the Tower Room at East Walpole. John Woloshyn heads this activity.

I have heard more comments on the forthcoming Sports Night February 15 than anything that the Bird Club has run in years. The female wrestlers have everybody buzzing. Television sure helped this sport. Here's hoping Ed



Wisniewski's Sports Night is a terrific success.

The Tri-Mill Sports Club have had their budget finally approved by the Bird Club Council, and I am sure Bill Ivatts, Jr. and his boys will go to town from now on. There was some question about how much the council could approve as the Tri-Mill Sports Club is unique in that they pay dues in their own club and have to belong to the Bird Club, also. Everything has been worked out satisfactorily, and I hope the clubhouse up in the woods is repaired and made shipshape.

Who's Who is Posted

You all probably noticed the recent posting on bulletin boards listing the club officers and the chairmen of the different activities. This is a step in the right direction to keep all club members informed as to who's who and any changes that may take place.

The chairman of the Membership Committee asked me to list the names of his committee, as the above posting went to press before it could be added: Ken Rouillard, chairman, PMN; Fred Coleman, EMW; Walter Connolly, Bird Machine; Mary McDonagh, GC; Fred Turco FBPM-7; Steve Cavanaugh, ACFF; Elna Gottberg, DF-DM; Steve Traudt, BE; Norma Disnard FX-1 Office; Ambrose Fitzpatrick, FX-2.

There they are. If you know of anyone who wants to join the Bird Club, have him contact the representative in his area.

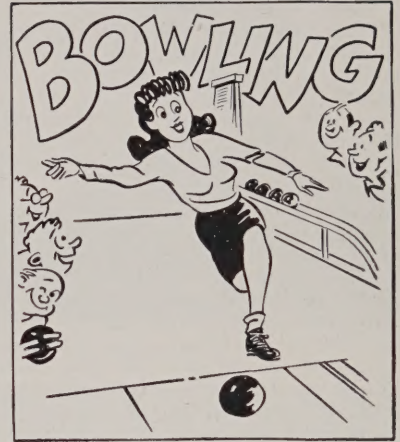
Yours,
John McDougall.

Tri-Mill Sports Club

By FRANK NYBORN, Reporter

A PRACTICE rifle shoot was held at the Norwood Municipal Building range on Saturday evening, January 13. Assisting Lawrence White, instructor, were Edward Welch and Ralph Kemp. Firing was done from prone and sitting positions.

These rifle shoots under the guidance of firearms expert Larry White are sponsored by the National Rifle Association through the Civilian Defense Program.



Girls' Bowling

By BERNIECE POTTER, Chairman

TWO top teams in the Girls' League as of January 30 were the Lucky Five and the Hurry Hurry girls, both with 27 points. Advice to the second team would seem to be, "Hurry, hurry!" In third place were the Solids with 25 points, shadowed by the Phantoms only two points behind with 23. Several points later came the Gee-Cees, 12, Satan's Halos and Mix-Ups, both at 10, and down in the subway were the Bottom-Ups with 2 points to their credit.

Feature of the match on January 2 were fruit baskets for prizes. Betty White took home one after rolling high single and Helen Quackenbush won the other with her high three-string total.

Jenny Mike was really in the groove the other night. Jenny started bowling one string. She hit a 9. Then she rolled a 9 again. Next box, another pair of nines. And so on, so her score looked like this:

9
9 18
9 27
9 36
9 45
9 54
9 63
9 72

Then she spoiled it all by getting a strike!

To date the season's high single is held by your chairman. Betty White has high three string for the regulars — 284. One of our subs, Anne Cavanaugh, has rolled a three-string total of 294.

(More Bird Club News, page 21)



SHOULDER PATCH of the Bird & Son Tri-Mill Sports Club is a lot fancier than its military counterparts. This artist's drawing shows how the patch symbolizes the various interests of the Tri-Mill members. The patch itself is a beautiful job, embroidered in colored silk.

On The Lighter Side

Future Diplomat

A clergyman was spending the afternoon at a house in the English village where he had preached. After tea he was sitting in the garden with his hostess. Out rushed her little boy, holding a rat above his head.

"Don't be afraid, mother," he cried, "it's dead. We beat him and bashed him and thumped him until" — and then, catching sight of the clergyman, he added, in a lowered voice — "until God called him home."

Doctor's Answer

Q. Is it true that cats should be excluded from the nursery because they may suck the baby's breath?

A. No, it is not true. This is a base libel against cats and was probably made up by a rat.

Out of the Mouths of Babes

Boy: What is war, Mom?

Mother: When you go into another boy's yard and take something that doesn't belong to you. He stops you and then you two get into a fight. That's like men at war.

Long pause.

Boy: Why don't they just say, 'Please'?

One old spinster was berating another because of the latter's hatred for cats.

"I don't see why you should be so prejudiced against cats, Miranda," remarked the first spinster.

"I hate the sight of them!" exclaimed Miranda. "You see, I had a cute little canary, and a cat got it. I had a beautiful parrot and some cat got that, too. I also had a boy friend once, and — oh don't mention cats to me!"

Tsk, Tsk, Tsk!

Mother: Whoever taught you to use that dreadful word?

Tommy: Santa Claus, Mama.

Mother: Santa Claus!

Tommy: Yes, Mama, when he fell over a chair in my bedroom on Christmas Eve.

—*Neponset Review*
Dec. 1930-Jan. 1931

"Why are you shaking Johnny?" a mother asked her daughter.

"Because I just gave him his medicine and I forgot to shake the bottle first."

"Would you like to see a model home?"

"Glad to. What time does she quit work?"

Here's a good answer the next time somebody tries to get you out of bed before you're ready to get up: Scientists say that their studies of animals show that "the more intelligent they are, the more sleep they need."

Boss: "Say! Who told you that you could neglect your office duties just because I give you a kiss now and then?"

Secretary: "My lawyer!"

"Henry, is everything shut up for the night?"

"That depends on you, dear; everything else is."

BIRD CLUB

Men's Bowling

By EVERETT FULLER, Chairman

TWO teams found it impossible to obtain men to bowl regularly, so we are now down to a 14-team league.

Some of the teams that were strong last year have been running into more competition of late. At the end of only four weeks, however, it is hard to predict the final standings. Standings to date are:

Team	Won	Lost	Pct.
FBPM1	18	2	.900
FX-1	12	3	.800
EM	11	4	.733
A	14	6	.700
FBV	14	6	.700
FX-2	12	8	.600
FFV	8	7	.533
FF	8	7	.533
FFN	9	11	.450
FFSM	8	12	.400
PFL	8	12	.400
FB-GEN.	5	15	.250
EMT	2	18	.100
FFG	1	19	.050

Julius Aukstolis of No. 1 Roofing Machine holds the season's high three-string record at 357, while Peter Dick hit 141 for high single to date.

Cribbage

By HERMAN NORDSTROM

THE second party of the cribbage season was held on Thursday night, January 11, with twenty-four players present. Cribbage prizes went to Ralph Farris FXV-1 and Lester Readle, Norwood Press Bindery. Baskets of fruit went to Richard Sprague, EM, and Gordon Wilson, FF.

Answers to Quiz on page 18

(Questions not answered below can be answered by each reader for himself. Answers given only for towns and cities where Bird plants are located.)

5. Senators and Representatives in Washington

Massachusetts: Senators: Henry Cabot Lodge, Jr., Leverett Saltonstall. Representatives: Joseph W. Martin, Jr. (Walpole), Richard B. Wigglesworth (Norwood).

Rhode Island: Senators: Theodore Francis Green, John O. Pastore. Representatives (1st District, Phillipsdale): Amie J. Forand.

Illinois: Senators: Everett M. Dirksen, Paul H. Douglass. Representatives: William L. Dawson, Richard B. Vail, Fred E. Busbey, John C. Kluczynski, Thomas J. O'Brien, Adolph J. Sabath, Thomas S. Gordon, Sidney R. Yates, Timothy P. Sheehan, Edgar A. Jones.

Louisiana: Senators: Russell B. Long, Allen J. Ellender. Representative: Overton Brooks.

Arkansas: Senators: John J. McClellan, J. William Fulbright. Representative: Oren Harris.

9. Representative(s) in the State Legislature

Norwood: Charles F. Holman, William D. Morton, Jr.

Walpole: Frank D. McCarthy.

East Providence: Richard D. Windsor (Phillipsdale), Julio Rocha, John D. Lewis, John T. Kirwan.

Chicago: Louis G. Berman, Charles L. Skyles, Noble W. Lee.

Shreveport: Algine Brown, Edwin F. Hunter, Jr., Welburn Jack, Kieth M. Pyburn.

Magnolia: Harry B. Colay.

11. Bill of Rights

1. Freedom of speech, religion, the press. Right of petition.

2. Right to keep and bear arms.

3. No quartering of soldiers without consent.

4. Guarantee against unreasonable search.

5. Provisions concerning prosecution, trial and punishment. Private property not to be taken for public use without compensation.

6. Right to speedy trial, witnesses, etc.

7. Right of trial by jury.

8. Excessive bail or fines and cruel punishment prohibited.

9. Rights in the Constitution not to be construed as denying other rights retained by the people.

10. States rights.

13. Kind of Town or City Government

Walpole: Selectmen and open town meeting.

Norwood: Selectmen and representative town government.

East Providence: (Phillipsdale is a part): Town meeting.

Chicago: Mayor and City Council.

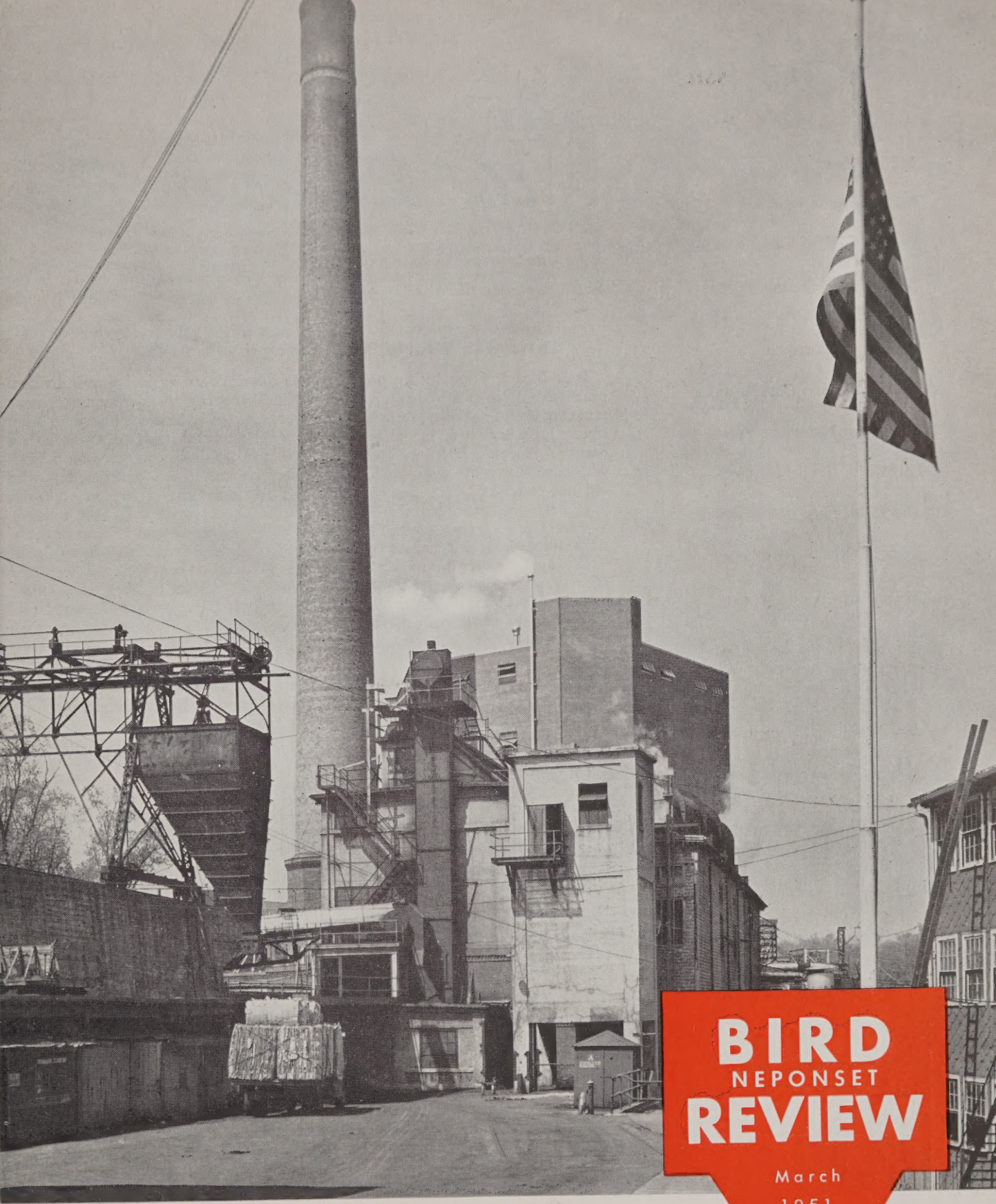
Shreveport: Commission.

Magnolia: Mayor and City Council.



A LITTLE SWEET in Your Coffee. This is the kind of coffee they serve at Bird Machine Co. We know it must be because Roland Hoogerzeil, Machinist at this South Walpole industry, took the picture!





BIRD
NEPONSET
REVIEW

March
1951

Vol. 39 No. 3



Annual Report Issue

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the Question Box

So many questions have been received in response to the announcement in the February Review that we have decided to start publishing the answers in this March Review, rather than in April as originally announced. — *The Editor*.

How many veterans does Bird & Son refuse jobs to every day? I have never heard of them refusing to hire a DP.

It is Bird & Son's hiring policy not to discriminate against any individual because of race, creed or color. We had such a policy in operation for many years before the anti-discrimination laws were enacted in Massachusetts and other states. DP's have been hired; so have many veterans and many persons who are native Americans, but not veterans. We have also hired a number of persons who have just come over from Ireland, England and other countries, but who did not come as DP's. Many of the DP's and others from foreign countries have been recommended to the Employment Office by Bird & Son workers. We are glad to get such recommendations and offer employment when possible. All applicants are selected on the basis of their suitability for the jobs available. During February, the month just before this question was received, we hired 26 veterans, 21 non-veterans (above, below and within military age), three non-citizens (from England and Ireland) and no DP's, in our Norwood and East Walpole plants. In January we took on more than 70 new workers. One was a DP.

How many Bird employees are now on the pension list? How many Bird employees are Quarter Century Club members as of December 31, 1950?

There were 201 retired employees and 611 members of the Quarter Century Club as of December 31, 1950.

Why can't Bird & Son send every foreman to a human relations school to make them better leaders? I have taken such a course and since then I can see where they are lacking.

Several times in the past Bird & Son has run classes for its foremen to instruct and inform them on all aspects of their jobs, including human relations. A few years ago a series of lectures on sound-slide films was presented to all foremen. More recently foremen's classes have been held with discussions centered around topics in the manual of the National Foremen's Institute. A new series of classes for foremen in the area south of Boston has been organ-

(Continued on page 11)

On the Cover



Symbol of Bird & Son today is this view looking down the roadway into the East Walpole Mill Yard. Typifying progress is the new Power Plant, flanked by the familiar chimney which towers above it. Always a sign of activity is the paper truck bringing in yet another load of material to go through the production lines.

The flag is part of the picture too—or should we say, the picture is part of the flag?

BIRD NEPONSET REVIEW

Vol. 39 No. 3

March 1951



Published for the employees of Bird & Son, inc. to promote good service, good business, good will

Editorial Office at East Walpole, Mass.

Plant Locations: East Walpole and Norwood, Mass., Phillipsdale, R. I., Chicago, Ill., Shreveport, La. and Glenwood, Ark.



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Assistant Editor
Photographer

ADVISORY BOARD

BENJAMIN D. ROGERS

CREIGHTON HILL

MARY MCCARTHY

It's Only —

IT'S only waste paper, pulp and printing ink until somebody manufactures it into boxes, cartons and special papers.

It's only rags, wood fibres, asphalt and rock until men and machines convert them into shingles and sidings.

It's only felts, oils, varnishes and pigments to start with. It's men working with machines who change those elements into rugs and Floor Coverings.

In other words, production in Bird & Son — or in any other manufacturing plant — is simply taking raw materials and applying human energy and tools (machines) to change them into a useful product.

The Value of Bird Products Depends on:

1. The quality of the raw materials we use.
2. The suitability of the machines and the processes provided by Bird management to convert the raw materials.
3. The skill and cooperation of the Bird work force in using the machines and in carrying out the processes.

When All Three Essentials of Production Are in Balance We Get Quality Production

Machines can't think. Raw materials can't change by themselves. The success of any production operation obviously depends on human effort and intelligence. It's up to management to plan and direct operations wisely. It's up to the men at the machines, the finishers, the shippers and the office force to follow production standards, carry out schedules and check continually the accuracy and the quality of the work they are doing.

Then and only then you have quality production which satisfies customers and brings business to our plants.

BALES OF WASTE PAPER being delivered at East Walpole.



Annual Report to Employees

Low selling prices, high costs of raw materials, and the eleven-week strike were the chief factors that made Bird & Son's 1950 financial picture less satisfactory than the year before.

Selling prices were low for all divisions during the early part of the year and for the Floor Covering Division remained low throughout most of the year. Costs of raw materials, however, mounted during all of 1950.

The loss of a great volume of business in all divisions during the strike that started August 31 took away earnings that can never be recovered. The shut-down affected all Bird & Son plants except Shreveport and the Berry Asphalt Company, and came at a time when we normally expect high earnings. Fortunately, there was a heavy volume of business from November 18 to the end of the year, which, together with an improvement in the price situation, helped considerably in building back the reduced profits.

Sales — Profits

The following is a comparison of sales and profits for the last three years:

	<i>Sales</i>	<i>Profits</i>
1950	\$34,113,938.46	\$1,168,778.52
1949	\$38,375,475.80	\$1,575,440.11
1948	\$44,363,753.24	\$2,918,049.28

Total cost of the new Power Plant was approximately \$1,650,000.00. Only a portion of this was paid in 1950, most of it having been paid in 1949.

Wages and Salaries

A comparison of total wages and salaries for the past two years shows the following:

1950 — \$10,379,098.79 1949 — \$11,408,659.04

The loss of a \$200,000.00 weekly payroll to Bird & Son workers during the strike resulted in a total loss in wages of more than \$2,200,000.00 before all were back at work. A five-cent increase was given in November and an additional five cents granted in December, both as part of the strike settlement. An increase was also given during the year at Shreveport, with similar increases to all salaried employees.

Employees and Stockholders

Total employees and total stockholders both showed an increase again this year.

<i>Year</i>	<i>Employees</i>	<i>Common Stockholders</i>	<i>Preferred Stockholders</i>
1950	3093	2356	245
1949	2928	2205	253
1948	2953	2096	260

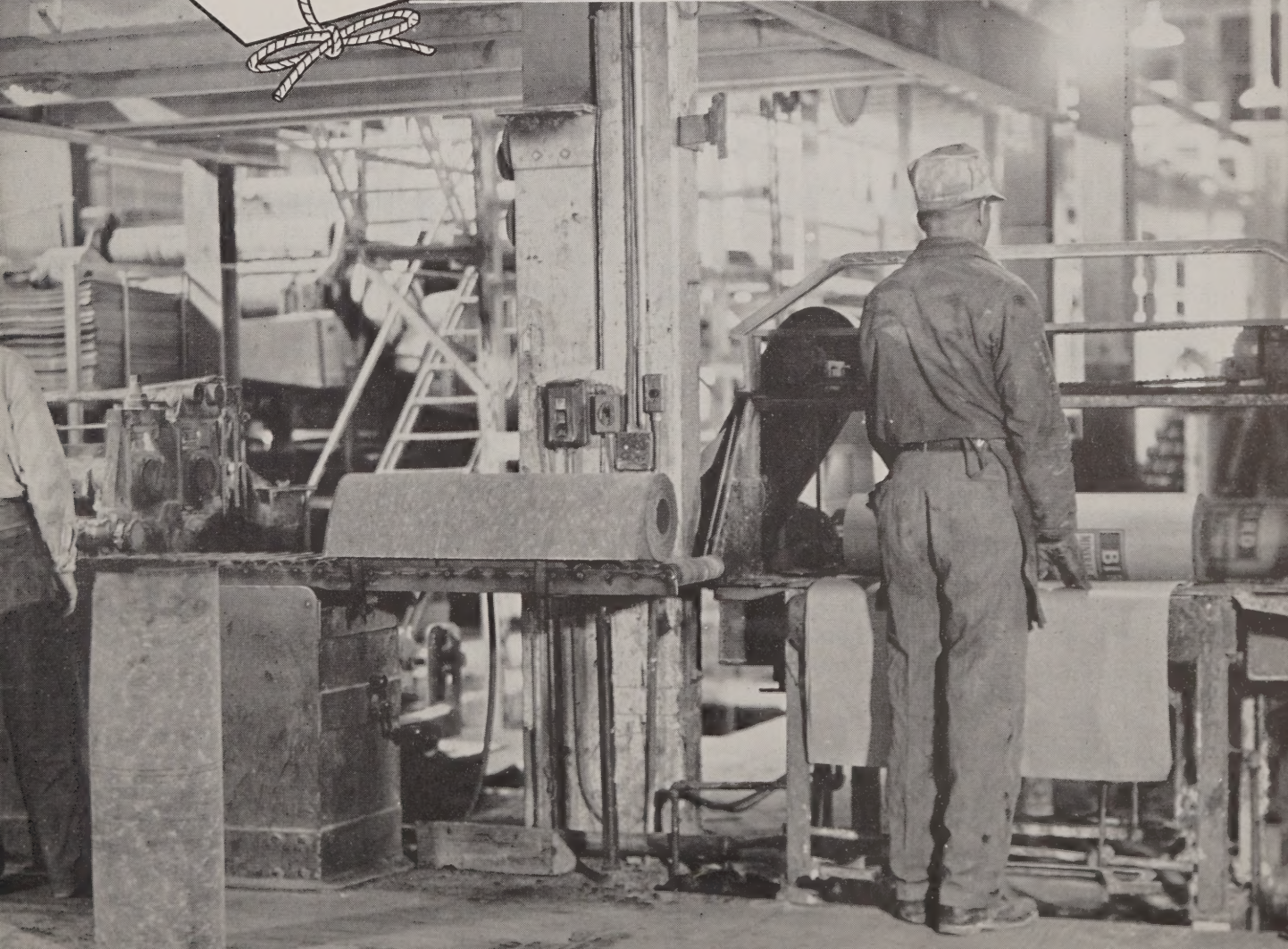
The number of employees on leave of absence for military service was 51 as of December 31.

The new No. 6 Machine at Chicago built in 1950. John Pride, Leonard Miller and Bilbo Murphy are at the Winder.



New Power Plant at East Walpole.

FOR PLANT
IMPROVEMENT IN 1950
\$1,396,632.00



This is How Our Company Stood

This is What We Owned	ASSETS	
	Total	Per Employee
Cash — (Money on hand and in banks to buy materials, pay wages and taxes, improve plants, and for other operating expenses)	\$ 1,020,162.83	\$ 329.83
U. S. Government and other securities representing money invested which can be turned into cash when needed	4,301,667.42	1,390.78
Money owed to us by customers for products sold to them for which they have not as yet paid	3,969,127.75	1,283.26
Cost of raw materials, products in the course of manufacture, and finished products ready for sale and stored in our plants and warehouses	5,289,665.22	1,710.21
Money invested in miscellaneous securities	142,086.56	45.94
Money invested in an affiliated company	572,623.50	185.13
Cost of land, plant and office buildings, machinery, tools, equipment, furniture and other property used in the manufacture of our products	\$21,136,899.41	
Less an estimated loss of value due to wear, tear and obsolescence during lifetime	7,925,973.44	13,210,925.97
Money paid in advance for insurance, taxes and other expenses which will provide benefits in the future	823,092.63	266.11
Goodwill — As its value cannot be calculated, this is carried on the books at	1.00	
Total of What We Owned	\$29,329,352.88	\$9,482.49

Taxes

Tax payments — federal, state and local — were more than twice as great as total dividends and were equal to 54.7 per cent of total net earnings before taxes. Here is a comparison of tax payments for the past two years:

	1950	1949
Federal Income Taxes	\$ 770,000.00	\$ 830,713.29
State Income and Excise Taxes	152,900.00	186,050.00
Federal and State Social Security Taxes	245,102.04	162,679.66
Local Taxes	240,984.08	202,301.83
	\$1,408,986.12	\$1,381,744.78

Note that total taxes are actually higher for 1950 than 1949, in spite of reduced earnings. This was because social security taxes increased from 1% to

1½% last year and our local tax bill was also much higher. Federal income taxes, while less in dollar amount, represented 39.7% of income before taxes in 1950 as compared with 34.5% in 1949.

Dividends

Dividend payments of \$5.00 a share on the preferred stock and \$1.00 a share on common stock were the same as in 1949. Total dividend payments amounted to \$675,296.00

Raw Materials

Raw material costs climbed during the year, especially so after the start of hostilities in Korea. At the end of the year costs were still rising, with every indication of continuing high costs for all of 1951.

t the End of the Year 1950

<u>This is What We Owed</u>	<u>LIABILITIES</u>	
	<u>Total</u>	<u>Per Employee</u>
We owed to trade creditors for materials and other purchases and expenses	\$ 1,622,727.10	\$ 524.65
We owed employees and others for wages, commissions and royalties earned in 1950 but not payable until 1951	521,001.75	168.44
We owed for contribution payable in 1951 under terms of the retirement trust	148,688.93	48.07
We owed the federal and various state governments for taxes	946,268.38	305.94
We have reserved for workmen's compensation insurance and bonded roof expenses	146,422.20	47.34
We have borrowed from bank, on a long term basis, to build up our working capital and complete our plant modernization program	5,000,000.00	1,616.55
Total of What We Owed	\$ 8,385,108.36	\$2,710.99

The difference between what we owned and what we owed is what we are worth and represents the stockholders' investment in the business	20,944,244.52	6,771.50
	<u>\$29,329,352.88</u>	<u>\$9,482.49</u>

The above statement explains the various items on the company's balance sheet at the end of the year 1950. This shows that an investment of \$9,482.49 was necessary for each job or a total investment of \$29,329,352.88 was required to provide employment for the 3093 employees of the company.

Financing

During the five years preceding 1950, Bird & Son spent approximately \$11,500,000 for plant expansion and modernization, without borrowings. To build up our working capital and complete our modernization program, we borrowed \$5,000,000 in 1950. The Board of Directors authorized this borrowing on a 10-year basis, the \$5,000,000 to be repaid in equal semi-annual installments from November 15, 1952 to May 15, 1960.

Improvements

During 1950, two major projects were completed, our East Walpole Power Plant and a new roofing machine at the Chicago Plant. Other replacements and improvements throughout our plants brought the total cost of this program in 1950 to \$1,396,632. This compares with over four million dollars spent on improvements and modernization in 1949.

Employee Benefits

A reduction in profits directly affects the amount payable into the Retirement Trust for employee retirement benefits. Under the terms of the Retirement Plan, \$148,688.93 was paid into the Trust in 1950. This compares with \$453,542.04 in 1949 and \$912,995.70 in 1948.

A minimum retirement benefit of \$100 a month, including primary social security, has been established for employees retiring at age 65 or later with at least twenty-five years of service. In addition to the amount paid into the Trust in 1950, the company paid out \$75,412.24 to retired employees who are not fully funded under the terms of the Retirement Trust.

Total benefits paid for employees, including payments into the Retirement Trust, group insurance, social security taxes, and other items of a similar nature, amounted to \$1,042,202.53.

The Future

Because of the national defense program, business in this country is headed for — in fact, is already in — a period of great activity and great uncertainty. Most of our plants are now operating at capacity. Linoleum production and all roofing products have been placed on allocation, which means that the present demand for those products is so great that we cannot fill all the orders now coming in. The volume of orders in the paper division is also very heavy and exceeds our plant capacity. This, we hope, will mean a good volume of business through 1951. However, present increases in the prices of the raw materials we buy without any increases in selling prices are having an unfavorable effect on 1951 earnings.

It is impossible to predict the problems that lie ahead in times like these. Many of us remember the situation during World War II — the restrictions on raw materials, the manpower shortages. It's safe to predict we shall be facing similar situations, at least

in a mild form, before this year is over. This will call for some quick thinking and some careful planning. It may mean sudden or unexpected changes in scheduling of machine runs, changes in formulas to replace shortages in critical materials. It's a situation which will be a challenge to all of us to work together in full cooperation whether our jobs are at a machine, at a desk, or in the laboratory.

It seems to be the nature of the world in which we live today that each year as we look to the future we see uncertainty and difficult times ahead. That is the lot of every American — indeed of the whole world. But we can keep on plugging here at home. That's the best way I know of that we can help our country work out of this situation and help ourselves at the same time to steady, year-'round employment.

W. H. Harrison

President

How We Spent the Money in 1950

We took in:

	Per Cent
From sales of our products to customers	\$34,113,938.46
From interest, dividends, royalties, etc.	308,917.87
Total	\$34,422,856.33

We spent:

The following amounts necessary to keep the plants operating:

For raw materials which we must purchase from others	\$13,987,240.78
For repairs, supplies and other similar manufacturing expenses	5,493,710.87
For depreciation, obsolescence, etc.	1,051,090.79
For research and experimental expenses	71,079.14
For interest paid on bank loans	65,770.83
For federal, state and local taxes	1,163,884.08

Total amount spent for above	\$21,832,776.49
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Leaving a balance available for wages to employees and payments to stockholders	\$12,590,079.84	100.0
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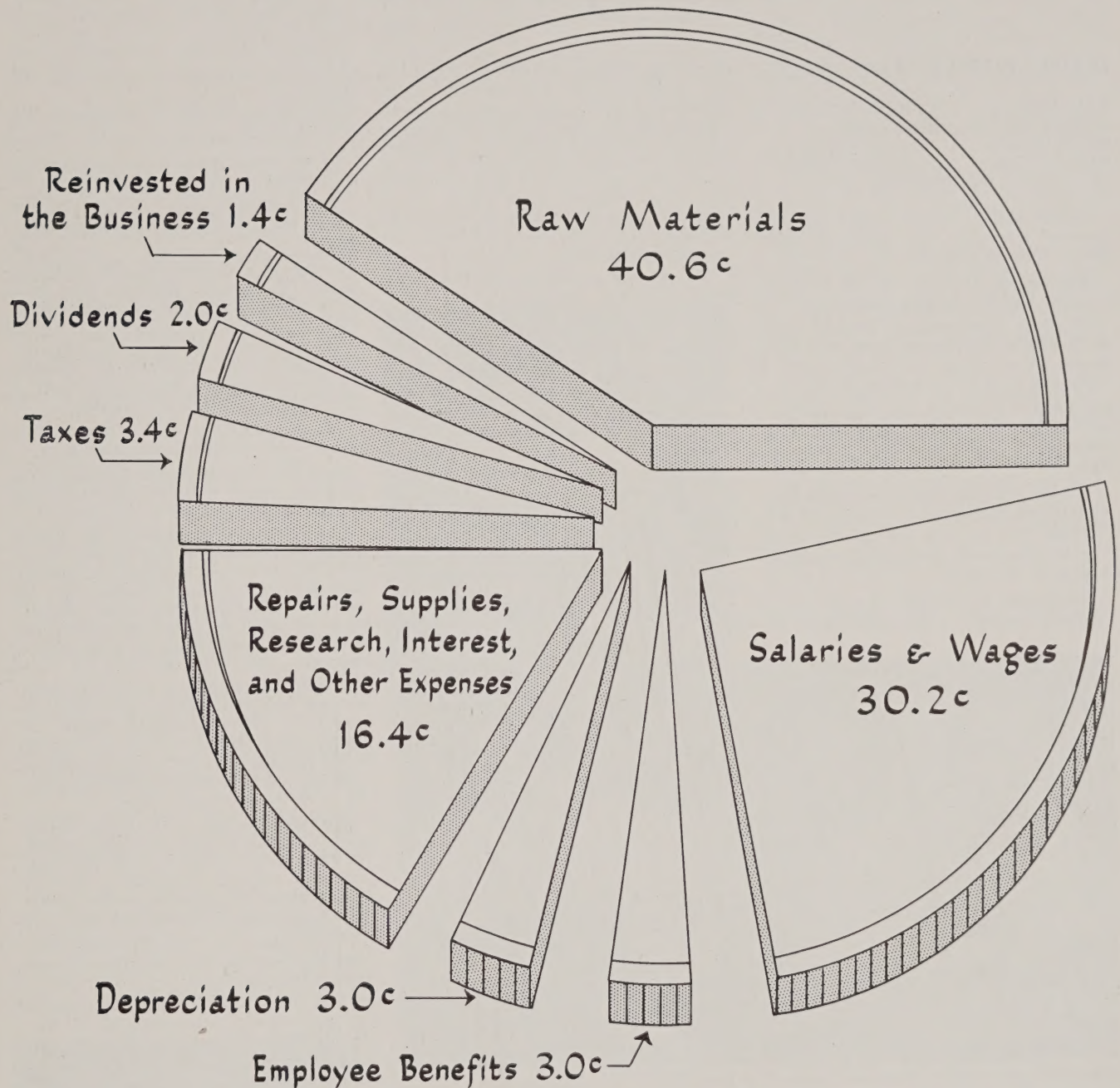
This was divided as follows:

Paid in salaries and wages	\$10,379,098.79	82.4
Paid in employee benefits	1,042,202.53	8.3
Paid in preferred and common dividends to stockholders	675,296.00	5.4
	\$12,096,597.32	96.1

Balance reinvested in the business	\$ 493,482.52	3.9
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(See chart on next page.)

This is How We Spent Each Sales Dollar in 1950



Capital and Dividends

A RECENT Warner & Swasey advertisement tells a big story in these simple words:

A calf is born. The farmer can enjoy it as roast veal. Or—he can deny himself that enjoyment, raise the calf to a cow, and then sell her milk.

It's a good thing for you and your children that so many farmers denied themselves the veal and saved the calf for cow's milk.

This is exactly what happens in industry. Thousands of people, with a little money each, can spend that money on

themselves. Or, they can deny themselves, save the money, and invest it in machinery.

It's a good thing for you and your children that so many people have denied themselves, and saved enough to pay for today's machinery—without which modern high-wage jobs would never be possible.

No one would deny that the farmer has helped everyone and has a right to the earnings from his cow. No one can deny that the saver has benefited workmen and has a right to the earnings on his savings.

That's all there is to capital and dividends.

Milling Around

MAIN OFFICE AND SALES

JULIA SMITH	DOROTHY McELENENY
SABINA COSTELLO	JULIA LEWIS
LOUISA GRAHAM	WILLIAM GRAZADO
RAYMOND CASE	MARY McDONOUGH
PAT McDONALD	

Arthur Mellin, Credit, moved into his beautiful new Cape Cod home on Peach Street, Walpole, February 16.

Welcome to Alice Peterson in Accounts Payable. She's from North Easton.

Greetings were received recently from B. D. Rogers from Mexico. Mr. and Mrs. Rogers are on a trip to the Southwest.

Congratulations to Priscilla (Jenks) and Donald Parkinson who were married on February 3. Priscilla's department, Box Sales, presented her with a gift and a corsage. The groom works at No. 2 Box Shop.

We had a visit recently from Helen Costello, retired, who seems to be enjoying her stay at home.

It is good to see Roy Springer back to work after his illness.

Marie Clark left us March 9 to become a full-time housewife. We know you'll be

afterwards. Other complications involved a door on Helen Cullen's car that insisted on opening and spilling out its gay cargo until a garageman was brought into the picture. An extra odd door handle solved the problem and all reached home safely. It was a lovely party and the girls gave Kay, now Mrs. Ralph Williams as of March 10, a bouquet of roses and money. When she left the Office Kay's friends also gave her a corsage and a steam iron.

We are sorry to report that Bill Slime, retired Salesman, suffered a serious home accident recently and has been in the hospital. On the cheering side, however, is word that Bill is improving very well.

Albert Urban, who hails from Chicago, is a new Floor Covering Salesman. He will soon be leaving GHQ in East Walpole for his new assignment in the Los Angeles-San Francisco area.

More new cars for occupants of the Triangle Building include a sea island green Ford for Roxy Coburn, a glistening black Dodge for Merle Belcher and a likewise lustrous black Chevrolet for Ed Grout.

Instead of saying "Yes, Ma'am," as Miss Wadleigh's messenger, Dick Hazlett will soon be saying, "Aye, aye, sir", as Uncle Sam's seaman.

whipped up cake and candles to help him celebrate.

Mrs. Phyllis Wallace is welcomed in the Advertising Department.

June Crean, we are happy to report, is recovering from a ruptured appendix.

Elinor Hale is welcomed to Purchasing where she is working afternoons after school.

Creighton Hill and his wife left for a vacation in Bermuda, March 3. They went by plane and expected to stay two or three weeks.

On an icy road this winter Chet Porter's car skidded right out of his life entirely. He has now replaced the family car with a newer and shinier green '47 Dodge.

Mrs. Ronald Regan, Billing comptometer operator, is welcomed to the Office force.

In a few weeks we dare to hope for Mary Kelleher's return to us after her long and serious illness.

John Andrews, chairman of the Sharon board of selectmen for the last year of his first term, was just re-elected for another three-year term. The chairmanship takes up most of John's spare time except for the occasions when he runs paper drives and such for the Rotary Club of which he is a member.

Shirley Barbaglia and Grace Thomajan are new girls in Payroll and Statistical, respectively. New employees "across the street" include Harold Hillyard in Flooring Sales, and Colin J. Fairlie in Advertising. Also, new in Advertising Display is Robert L. Davis. All are welcomed.

And speaking of new employees, anyone who hasn't heard about or better, joined, the Bird Club should have a talk with Steve Traudt of Industrial Engineering. Steve is the Membership Committee member on the look-out for new Office people to join.

A. L. Disher, Jr., Floor Covering Salesman, has deserted us for the time being in favor of the Air Force.

Tom Grady recently played the sleuth in the Foot Lighters' presentation of "A Murder Has Been Arranged."

Glad to note that Mary Healy is back after a session at St. Elizabeth's Hospital.

It wasn't "one shoe on and one shoe off" for Mona White, but rather "one shoe black and one shoe brown" in the Office the other day, much to Mona's embarrassment.

Barbara Hawkes received on Valentine's Day not a card, not a box of chocolates nor a bouquet of violets, but a diamond engagement ring from her intended, Al St. Cyr.

Thomas F. Spencer, Jr., Roofing Salesman, smiles even more broadly than usual now that he is back in Massachusetts territory.

John J. Murphy, Assistant Director of Personnel, is chairman of the Industrial Division in Norwood's Red Cross Drive. The goal in this division is \$9,000.



THE FOUR LITTLE WALKER GIRLS are: Mary and Linda at the left, and Jeannette and Cheryl at the right. It is not hard to see why Jesse Walker of the Flooring Paint Mixing Department should call them his pride and joy. But just wait until all four of them are about ten years older

busier than ever but steal away and visit us whenever you can.

Bea Lindquist left Billing, March 2, to accept a position in her home town, Brockton.

Dimon Merrill was seen recently not only at the Quarter Century Club banquet, but earlier in a ringside seat at the Bird Club's wrestling matches.

Mary Griffin got first pick of the coats as she was leaving Kay Gullich's shower at the Lord Fox, but it wasn't hers, she discovered

Lester Ekman is home from Goddard Hospital in Brockton where he had an operation, and is reported coming along well.

If anyone else says flu or the BUG to us we will SCREAM! It's been like vacation time only more so with everybody out at one time or another.

Mike Cumming, new Floor Covering Salesman, whose home is in Chicago, has already sold himself to hard-hearted New England so well that an acquaintance on learning of his approaching birthday

PAPER MILLS

THOMAS FLOOD	PETER GLEBUS
EDWARD GBRAGHTY	CHESTER AMBRUSKEVICH
FRANK NYBORN	CAROLYN DELANEY
EDWARD WISNIEWSKI	NINETTE PETRONI
EDWARD POWER	ELNA GOTTEBERG

Sympathy is extended to Bernard and Richard Walker of the Maintenance Department, who recently lost their father.

Joe "The Voice" Keene seems more interested lately in cultivating his visible rather than his audible charms. The ads say that some kinds of hair tonic are good for both hair and throat though.

Jackie Folan's wife last month presented him with a 7½-pound baby daughter.

The boys want to know how come Steve Joyce is "Heinie" Nordstrom's special favorite — getting handouts of pie for lunch.

It was nice to see Tim Riordan at the Bird Club Sports Night. Tim, now retired, says we should run more of these shows. Tim himself was quite a lad with the fists in his day.

Among those attending the Sports Night with fair guests last month was our young bachelor, Bill Swinnerton.

Dick Sprague looks kind of unnatural with his arm in a cast. Dick banged his arm up pretty badly the first of the month falling off a ladder while at work. Here's for a fast mend, Dick.

Frank Massey is testing out his new Hudson, a Green Hornet.

Sympathy is extended to Joseph Sheehan on the loss of his wife, March 8.

NO. 1 BOX SHOP

JOHN P. WALSH	LORRAINE REARDON
RAMONA CHICOINE	EDWARD PADUCK
CATHERINE BELLEW	KENNETH HOUGHTON

Angela (Benedetti) Daly is the proud mother of a new daughter born the day after Washington's birthday. Angie used to work in the Office.

We welcome to the Corrugated Department, Ann Cavanaugh, Florence Demers, Viola Smith, Shirley Lyra and Jack Myers.

Frank Montisano has returned to work. Ed Fitzpatrick is also back after a short illness.



LAURA MARIE AND DOROTHY are the engaging little daughters of Larry Marzuolo of the Oiling Department. Grandpa is Tony Marzuolo also of the Roofing Plant.

The saying that the first ten years are the hardest doesn't faze Mildred Shimsky a bit after her first year in the Corrugated Department. It is nice to see someone as happy as Millie on her job.

You'd never guess that some of the girls from here are Quarter Century Club members.

Barbara Green has left her job in the Shipping Office here to keep house full time.

New man in the Office upstairs is Charles Farren.

NO. 2 BOX SHOP

BARBARA COYNE	JOHN MCGRATH
A. D. SMITH	BERTA WHITE



THE TWIN DAUGHTERS OF BILL FORD, No. 2 Box Shop, are having a lively discussion about something. On the left is Sheryl Marie and right is Sharyn Ann, both 1½ years old.

Angelo Delsignore is the proud papa of a baby girl born recently at the Norwood Hospital.

John Geraghty and Arthur Hassler both enjoyed themselves as members of the Quarter Century Club at their recent banquet. John Waltonen, the Shipping Department's other member, was unable to attend.

Donald Parkinson took as his bride Priscilla Jenks of Box Sales, on February 3, at Norwood. They spent their honeymoon at the White Mountains.

We are very sorry to hear of the death of Betty White's sister-in-law. Betty has been on the sick list, but we hope she will be back soon.

ROOFING MILL AND OFFICE

ARTHUR McKENNA	ROGER PERCY
LEONARD WEAVER	JOHN FOLAN
LOUIS SILVESTRI	VICTOR NARCISO
JOSEPH NEVINS	JAMES MURRAY
JOHN HUTCHINS	WILLIAM STEWART

Phil Harris may have found the THING, but Sabino Perniola found three new-born kittens on No. 1 Cutter. The question is — do they count on the production sheet?

During an impromptu discussion of first aid methods, it came out that George Kingsley is a registered male nurse. Hiding your talent, George?

John Famolle, now in the service, gives his latest address as the Submarine Base, New London, Connecticut.

Best wishes for a speedy recovery to Bill Letts, who has been in the hospital.

Welcome to Caryl Hinds, new member of the Roofing Lab staff. His work as special inspector warranted the promotion. He is celebrating by buying a television set. William Rideout of Wrentham is replacing Caryl in the Mill.

We congratulate Ed Mucinskas on the birth of his first child, Linda Marie, 6 pounds, 10 ounces, on February 25. All are doing well.

George W. Parsons was a surprise visitor recently. George, retired, formerly worked on No. 7 Machine as Siding Inspector. He had just returned from Whiting Maine, where he spent the winter in his ranch-style house. He looks fine, says he feels like a million.

It is good to see Bert Bamford back after his long illness.

We extend a welcoming hand to two new men in the Shipping Department. They are John P. Navickas and Sabino Metta.

It's another daughter for Mr. and Mrs. Walter Prebis, which makes an interesting family of two boys and two girls. The new-comer arrived February 27 and weighed 8 pounds, 2½ ounces. Congratulations to the proud parents.

FLOORING MILL AND OFFICE

RICHARD ELLIS	DOROTHY HAWES
JAMES CONNOLLY	JOHN GROVER
CHARLES COBB	FRANK KARSHIS
ROBERT TAYLOR	STEPHEN WOSNIAK
WILLIAM CHERRY	LEO PADDUCK
S. F. CAVANAUGH	

Gus Mackys received the best valentine of all — a 6-pound baby girl.

A new baby daughter also came to Charlie Daly, February 23. Charlie passed around the cigars in honor of his first-born.

Sam McLeod dropped in the other day to see his old friends and find out what was new with the boys.

Jesse Walker is proud of that sleek, 1950 Buick.

Unless the world situation improves rapidly, we may lose Steve Mainones to the U. S. Navy. He has received notice to be available March 20.

Mike O'Leary and Charles Esper of the Finishing Department are on leave of absence because of their health. We hope to have them back again soon as chipper as ever.

Congratulations to Willie Smith of Shreveport for having caught a 4 lb. 14 oz. large mouth black bass. However, the 6 lb. 12 oz. fish of the same species that Nelson Phillips landed is a record in our books. It will be, at least, until we hear otherwise from the other mills.

John Aviznis and Bill Boyd are true fishermen this winter. Though they haven't caught very big fish, their stories are.

Nick Calderone's son, Valentine, is a professional jockey at big-time tracks, according to the local papers. There was quite a story about him and his exploits.

Flooring Notes

Continued from Previous page

Everett Tripp is one of those who have been out sick this winter.

If anyone sees "Slim" Guard and Bobby Clark waving their arms at each other, they are not mad. They are just ex-Navy radio men keeping in trim.

There was a small, informal party for "Slicker" Jankowski before he left for the service. Among those attending this party held at the Wings Club, February 10, were: Joe Patterson, Slim Guard, Pete Stasis, Harold Watson, George Longland, Leo Magnani, Dick Wehmas, Bill Sundquist, Larry White and William Cherry. Larry's special salami sandwiches were very good. Slicker's



OLD WORLD TRANSPORTATION is typified by this lowly donkey which Nick Puopolo was sitting astride back home in Anzona, Italy, last summer. The family home where Nick was visiting is in the background. Nick works in Floor Covering Finishing.



COLLEGE MEN from a Boston University class in business management observe the No. 3 Printer & Slotter Machine at No. 1 Box Shop, while Edward Costello, extreme left, their guide, gives them the story. Two other groups from this class were escorted through the Paper Mill and No. 1 Box Shop by William Stillman and Karl Larson.

new address is: Pvt. Bronislaw E. Jankowski, Tank Co., 1st Inf. Regt., 31st Inf. Division, Ft. Jackson, S. C.

With baseball just around the corner, Aldo Bertoni already has advocated a switch in his allegiance from the Braves to the Red Sox. The Hot Stove League thinks the radio announcing deal pulled off by the big club owners persuaded Aldo.

Credit Union Group Honors State Director

A DELEGATION of 15 from the Neponset Credit Union attended a testimonial banquet given by the Credit Union League of Massachusetts in Boston on Saturday evening, March 3. The banquet was in honor of William B. Jensen, retiring director of the Credit Union Division, Massachusetts Banking Department, who has served the Commonwealth and credit unions for 38 years.

Officers and workers in the Bird & Son Credit Union and their guests who were present at the Hotel Bradford to honor Mr. Jensen were: Mr. and Mrs. A. W. Smith, Mr. and Mrs. H. S. Whitney, Mr. and Mrs. Walter H. Hartig, Mr. and Mrs. R. L. Tupper, Mr. and Mrs. N. C. Bartlett, Joseph L. Coburn, Velma M. Cobb, Hilda Rafuse, Mary Moylan and Barbara Proctor. Mr. Smith, besides being long-time treasurer of the local Credit Union, has been a director of the state league for many years.



PARTY FOR KAY GULLICH was a big success. Here is the vivacious Kay at a shower in her honor at the Lord Fox, posing with Anna Ippoliti's guitar. Anna entertained the girls with songs and the guitar. At right behind Kay is Peggy Daunt. On March 10, Kay became the bride of Ralph Williams.

In Military Service

SERVICEMEN (who read this) are urged to send the editor their military address if they haven't already done so and would like to get the Review regularly. The Review and its readers would also like to see pictures of our Bird & Son men who have left for the service. Here is our latest list:

Edward J. Baldassari	No. 1 Box Shop
Antonio Ciacia	Flooring
Jim Davlin	Shreveport
Arvel L. Disher, Jr.	Flooring Sales
Robert W. Grover, Jr.	Flooring
Thomas Haavig	Chicago
Richard S. Hazlett	Office
Robert L. Johnson	Finishing Mill
James A. Michienzi	Norwood Roofing
Emmitt M. Stephenson	Shreveport

David Harris

DAVID HARRIS, Helper for more than eight years at the Granule Plant in Norwood, died March 8, at Great Neck, Long Island, New York. He had been seriously ill last year and had not fully recovered since that time. A bachelor, Mr. Harris had been living at the Bird Club in East Walpole, but at the time of his death was staying with friends in New York.

Mr. Harris was born in Russia in 1888 and came to the United States in 1915. Before coming to Bird & Son he had worked for a number of years on Long Island, at one time as the owner of his own restaurant.

Funeral services were held at Great Neck on March 10.

New Set-Up Station at Manchester, N. H.

ON Monday, March 5, a new set-up station for shoe cartons, owned and operated by Bird & Son, inc. started operation in Manchester, New Hampshire.

For a number of years, Bird & Son has operated such a station at Auburn, Maine, and some years ago had a station of its own in Manchester. In recent years, the setting up of shoe cartons in the Manchester area has been done by an outside concern. In February, this arrangement was discontinued. The new Bird & Son station is located in the International Shoe Company Building and will service our shoe carton customers in the Manchester area.

Guy Houghton, Manager of the Auburn set-up station, is temporarily in charge at Manchester to help in getting production started.

Manual for Foremen Now Distributed

IN January a loose-leaf manual was distributed to all Bird & Son foremen in the East Walpole and Norwood plants. Phillipsdale copies went out early in March, and Chicago and Shreveport manuals will be distributed soon. This handbook, which had been in preparation for more than a year, gives each foreman information on company policies and on state and federal regulations concerning employment, safety and other similar matters.

The book has been prepared by the Personnel Department in loose leaf form so that it can be kept up to date. Various company services are explained in detail to help the foremen answer the numerous questions on such matters as Group Insurance, Bird Club, Credit Union, leaves of absence, and military service regulations, to name only a few.

In short, the manual is designed to provide accurate and up-to-date information on all questions which are likely to be asked of foremen. Foremen are already finding it a handy book of reference.

FOR SALE

1946 Ford Sedan; radio and heater. Good running car. \$695. Contact Al Herman-son, PEL (Main Mill Laboratory).

TO LET

House. Large enough for two people. Call Ext. 272 or Walpole 632-M.



MANY A BOSS during the recent "flu" epidemic had a rough time taking over his secretary's work. In the East Walpole Mill Office with four of the five girls sick, W. G. MacIvor and Earle Davis are here making a noble stab at getting the orders out. If this were a color photo, the surrounding air would no doubt be blue.

the Question Box

Continued from inside front cover

ized this winter at Thayer Academy in Braintree. Five Bird foremen are attending these sessions, and others may be sent to future sessions. A series of classes for foremen is being carried on at the Phillipsdale Plant now.

Bird & Son wants its foremen to have as thorough an understanding of human relations as possible. It will continue to be the company policy to provide foremen with the necessary information for their jobs in day to day conferences and regular foremen's meetings, and to offer special training courses as well whenever possible.

How come Main Mill and Floor Covering plants work overtime and holidays and Roofing cannot?

It is the policy of the company to operate each plant and each department within the plants in the most efficient way possible. In some cases, because of the volume of work, overtime, even with its extra expense, provides the answer. In other cases, it is more efficient to add another shift of workers and keep down the overtime. While some Floor Covering and Main Mill departments have been working overtime, not all of them have been. Again it depends on the amount of work and the best way to get out the production. Various Roofing departments have worked overtime in the past and may again when the situation requires it. The regular work day is eight hours, and the regular work week is five days (40 hours). Either daily or weekly overtime should be regarded as work beyond the normal schedule and as such subject to change. With high operating costs and prices restricted by government order, the company will have to regulate overtime work closely now and in the future.

You talk about waste in the February issue and yet there was a good example in the Bird Review — 2 extra full pages printed. What do you call this? What happened???

Your red-faced editor apologizes, but only to the particular reader who received the extra pages. Apparently he received a copy that had been collated wrong, with an extra set of pages inserted by mistake. Even good printers are human and make mistakes — but not very often.

MORE QUESTIONS AND ANSWERS NEXT MONTH

Quarter Century

WITH considerable pride nearly 400 members of the Bird & Son Quarter Century Club attended their banquet the evening of February 28 at the Copley Plaza Hotel in Boston. Through 25 years or more of continuous service they had earned the right to come. From the Massachusetts plants and from Rhode Island as well they filed into the beautiful hotel ballroom with its crystal chandeliers and flower-decked tables. The setting was just as striking as it appeared at the

first Quarter Century Club banquet held here a year ago.

Sharing their pride in this colorful occasion were 52 employees who retired in 1950, many of them Quarter Century Club members in their own right. They were the honored guests, now retired from active service but still a very real part of the company family. Those who retired in 1950 also had the privilege of bringing with them wife, daughter, or other family member or friend.

Present to honor these Bird & Son "old timers" were members of the Board of Directors and company executives. These included at the head table Charles Sumner Bird, Chairman of the Board; Axel H. Anderson, President of Bird & Son; Elmer H. Bartlett, member of the Board of Directors, who has the astonishing record of 65 years of continuous service; and E. L. Chamberlain, Vice President of the Building Materials Division. Other board members and company executives who were able



BIRD & SON, INC.
QUARTER CENTURY CLUB
THE COPLEY PLAZA, BOSTON, MASS.
FEBRUARY 28, 1951

Club Banquet

to come included Wesley C. Ahlgren, Treasurer; F. K. Becker, Creighton Hill, John R. Macomber and H. E. Sawyer, Jr.

Taking their places along with the four company executives at the head table were the outgoing president of the Quarter Century Club, Harry Mann, and Mrs. Mann. The club secretary, Helena White, was also seated there. Chosen because of their many, many years of service were the remainder of the head table guests: Fannie Murphy,

John J. White, Marshall H. Grant, Frank W. Fisher, John F. Dower and William F. Geary. Several other retired employees were eligible for head table honors but were unable to be present.

Following the playing of the "Star-Spangled Banner" with all standing facing the flood-lighted American flag, the banquet officially began. Before the crowd was seated Mr. Anderson gave an invocation. During the excellent banquet, Eddie Kastle and his orchestra played dinner music and novelty num-

bers. Among the latter were name songs in honor of various Bird & Son people present.

Starting the speeches of the evening, Harry N. Mann as president of the Quarter Century Club introduced the banquet's toastmaster, Mr. Chamberlain. Mr. Chamberlain in turn introduced those seated at the head table. He also asked G. B. Cocke, retired Salesman, who sat at one of the regular

(Continued next page)





HEAD TABLE, left side: William F. Geary, Frank W. Fisher, Fannie Murphy, Charles S. Bird, Mrs. Mann, Harry Mann and E. L. Chamberlain.

Quarter Century Club Banquet

(Continued from previous page)

banquet tables, to stand. Mr. Cocke had come all the way up from Virginia to attend this banquet.

Mr. Mann then presented President Anderson. Mr. Anderson first paid tribute to the honored guests of the evening, the 1950 retirees:

"It is my privilege and pleasure now to express our deep appreciation for all you have done to keep Bird & Son an honored business name. I hope the years of retirement upon which you are now embarked will be as happy as they are many, as richly pleasurable as they are deserved."

To the Quarter Century Club, he said in part:

"As you know, membership in this club is symbolized by the attractive pin which some of us are proud to be able to wear tonight, and by a parchment

scroll testifying to the date on which we qualified for membership, along with a suitable comment. You who qualified for this distinction since our last annual meeting and dinner have received your scrolls and pins in my office as near to the date of your 25th anniversary as it could be arranged.

"I welcome you here tonight at your first annual meeting, and trust there will be many more of them for you to enjoy before you join the distinguished group of retired fellow workers whom we are especially honoring here tonight."

Mr. Anderson closed his remarks by reading the names of those members who had died since last year: James J. Geary, Albert R. Jenkins, James D. Hadden, Adolph Utorka, Michael A. Shergals, Eric E. Carlson, John J. Moylan, William Shusta, Joseph Uzdawinis, Coleman Conroy and Adolph Adamonis.

Greetings had been received from club members who, although they were too far away to attend, wished to send word to their old friends. Mr. Chamberlain read a brief message from each of the following: Victor Purdy from California; Willie Banks from California; A. H. Brooker from Columbia, South Carolina; Jack Broadley from California; Frank Ross, Sr., from Miami, Florida; and Alice (Nichols) Field from Camden, Maine.

Charles Sumner Bird, speaking briefly and without notes, brought his personal message to this honored gathering. He spoke of how all in the company were dependent on each other and recalled the days when the company was small enough for everyone to know everyone else. As for the future, Mr.



HONORED GUESTS, Charles Miller, who retired in 1950, and his wife, attend the banquet together. Mr. Miller is also a Quarter Century Club member with thirty years of service behind him. Here Merle Belcher is pinning on Mrs. Miller's camellia.



STARTING WITH THE FIRST LADY facing the camera, reading clockwise: Nora Feeney, Alice Connolly, Alma Walsh, Catherine Brady, Guy Hoyt, Russell Tupper, William R. Wright, Jr., Ralph Wight, John Countway and Frank Eisenhauer, one table at the Quarter Century Club banquet.



HEAD TABLE, right side: A. H. Anderson, Helena White, Elmer H. Bartlett, John J. White, Marshall H. Grant and John F. Dower.

Bird said he had "great confidence that with your support . . . we will go forward to an even more successful and happy future."

No one was more qualified to address the Quarter Century Club than the next speaker. Elmer H. Bartlett, now 84 years old, spoke from his own life experience when he advised his audience on the best way to spend the sunset of life:

"As I stated at our last meeting, the change made from your active duties may have become a problem, especially to those who had not planned for some kind of recreation or hobby so beneficial to mind and body when not overdone. Having reached the octogenarian state, perhaps I can give some personal, helpful advice: namely, check up on your health several times each year, and follow the doctor's recommendations that you may live right, play right and

do those inclinations of long standing as to reading, gardening, mechanical schemes which are real prescriptions for a long and happy life.

"Do continue to keep in touch with Bird & Son by reading each Neponset Review, especially the messages from our President, and the write-ups covering those new members, and the manufacturing processes and the interesting photos of the machines and products that are now being developed so successfully at our different plants."

Mr. Bartlett then closed his remarks by referring to the commemoration in 1926 of the 130th anniversary of the founding of Bird & Son. At that time Mr. Bartlett was president of the Old Timers' Club.

Elections were then held for officers of the club for the ensuing year. Michael J. Hawkins was elected president and took his place at the head table beside the retiring president, Mr. Mann. Miss White was re-elected secretary. Mr. Bartlett was chosen as honorary president to fill the vacancy in this chair left by the late James J. Geary, who was the first honorary president.

The last part of the evening was given over to an entertainment. The banquet committee from the Personnel Department had chosen selected acts from the Bird Club Veterans' Show, which has been playing before hospitalized veterans for several years. This show of experienced home town talent was very well received.

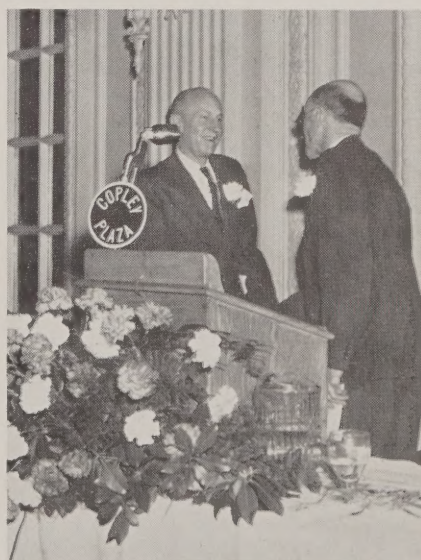
Introduced by John J. Murphy, Assistant Director of Personnel, they included: Irene Iafolla and her sister Anna Ippoliti, Edgar Grout, Claire Geary, Peggy Hunter, Vin Perry, George Wallace and Dan Sweeney. Bill Grazado, chairman of the show for the Bird Club, accompanied all the numbers at the piano. The girls in the show were presented with flowers

following their performance. The audience was delighted when two of the girls, daughters of Bird & Son men, each received her bouquet from her father and in turn gave her dad a kiss. "Tap" Geary came down from the head table to hand flowers to his daughter Claire, and Sam Hunter, Quarter Century Club member, came from his place on the floor to give the bouquet to his daughter Peggy.

Arrangements for this enjoyable party were made by the Personnel Department under Creighton Hill, Director of Personnel. A. W. Smith, E. M. Grout and John J. Murphy were the general committee. Merle Belcher handled the reservations; Frank Eisenhauer, transportation; and Eleanor Garland, publicity. Ushers included Bernice Woolley, Anne Lindsay, Pauline Ransow, Merle Belcher, Julia Lewis, Roxy Coburn, Isabel MacLeod and Ella Stratton.



HEAD TABLE GUESTS have just received a posy from Merle Belcher of Personnel (center). Left is Charles S. Bird and right, Harry N. Mann. All are chatting with Mrs. Mann, seated left.



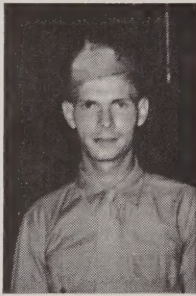
M. J. HAWKINS, new Quarter Century Club President, receives congratulations from outgoing President Mann.

SHREVEPORT NEWS AND VIEWS

STAFF: LUCILLE MCMURTRY, D. L. OLIVER, JR., WILLIE L. SMITH, FRANK MARKHAM, CYRIL WILDE, EDWIN SOMPAYRAC
RICHARD POTTER, Photographer

Bruce First Employee to Die in Korean War

RICHARD BRUCE, Pfc, U. S. Marine Corps, died February 23 of wounds received in combat in the Korean area on February 8. He was being evacuated aboard a naval hospital vessel at the time of his death. Bruce was one of the first men to leave for military service from his job at the Shreveport plant. He is the first Bird & Son employee to die in the Korean war.



Just three years before the date of his death, on February 23, 1948, Richard Bruce came to work for Bird & Son as a Plastic Plant Operator. Later he was transferred to Tractor Operator at the Shreveport Felt Mill and remained on that job until he left for the service. Bruce's picture appeared in the September-October issue of the Neponset Review last fall, showing him with a fellow Marine just before going on active duty. A picture of his wife, Eloise Taylor Bruce, and their infant daughter, Kathryn Ann, appeared only last month in this magazine.

Richard Bruce lived in Shreveport and is survived by his parents, three brothers and two sisters, besides his widow and daughter. A twin brother and another brother are now in Korea. Bruce was twenty-one.

Shreveport Speaks

There was a news item in the *Shreveport Times* the other day stating that L. L. Williams of Bird & Son, Inc., had been appointed to serve for one year as a member of the Board of Directors of the Shreveport Chamber of Commerce. This appointment is a deserved recognition of Mr. Williams' conscientious service to the community and his great interest in civic affairs.

Upon pursuing this subject further, we discovered that Mr. Williams is also chair-

man of the Chamber's Manufacturers' Committee; A. W. Miller is chairman of the Shippers' Committee; and Frank Markham is a member of the Fire Prevention Committee. We would like to congratulate the Chamber of Commerce on its sound judgment in selecting such fine workers from among its members.

We enjoyed a visit from George Sherrerd, Vice President of Bird Machine Co. L. L. Williams introduced him as "the Grandfather of MY Grandchildren" (Bud Williams, you know, married Ann Sherrerd).

All of us congratulate Bernie Soward, Shreveport Plant Superintendent, on his 25th anniversary with the company. He has seen a number of changes and improvements during these years with Bird & Son, quite a few of them made under his supervision.

Vivian Wilson, who has been out for several weeks following a major operation, is now painting figurines. Lucille McMurtry had taken her entire line of supplies over to teach Vivian the art while she was recuperating. Imagine Mac's chagrin when she got to the part of using "filler", but instead of the powdered filler, she poured out of the envelope a number of gourd seeds! We hear that Vivian is doing just fine and even her first finished figurine is very pretty.

We enjoyed a visit from Nelson Patrick during the snow. Nelson was on leave from Camp Hood, Texas, and expects to be sent overseas when he returns to camp.

We were glad to have B. D. Rogers of East Walpole visit us a few days.

B. P. Soward spent a few days in Chicago recently visiting the plant.

George Patterson knew strong drink and gasoline don't mix but he didn't know about mules and bulls. Last Sunday a bull got in

the same pasture with his mule and gored the mule's shoulder badly. George called the veterinarian and met him at the Cross Roads Store. The mule is getting along all right but George left his raincoat in Dr. White's car so now he is looking for the doctor again.

Otis and Leona Saunders are the proud parents of a new baby boy, Robert, born January 19.

Mike Milazzo and family drove up to Temple, Texas, one week and started to Kansas City the next week. That was the week of the big snow in that section and Mike got only as far as Joplin, Missouri. Not to be outdone by Old Man Weather, he caught a train and left his car snowbound in Joplin. Later in the week when the weather eased up a little, he went back on the train and headed south.

Willard Patrick visited three or four of his brothers-in-law in Wisner and Ferriday close to Ole Man River.

Judson Grizzle drove to Colby, Kansas, about 200 miles east of Denver recently.

Colonel Nash's brother suffered a heart attack and is seriously ill in the Tri State Hospital this week.

Glenwood Gossip

By HURCIL COWART

Robert Stewart, Glenwood Office employee, who is in the State Sanatorium, was reported leaving without medical advice to get married to a girl that had been discharged from there. When Robert received a letter from his mother asking about his wife, he was unable to answer since the Robert that left the Sanatorium happened to be another one on the same floor by the same name. The only difference was that he spelled it "Stuart" instead of "Stewart" as our Bob does. So Bob is still single.

Glenwood started February off with snow and ice and with 14 to 16 degrees below zero. This is the coldest record in many years. However, we will wonder where that is by next July.

To all members of the Bird Family who have previously visited the Glenwood Plant: you will enjoy your next trip more as we are getting a new highway which will be hard surfaced. This should be completed by spring. We at Glenwood are very thankful.

Bird hunting in and around Glenwood was not so good this past season, as predicted by game officials. This refers mainly to the number of birds to be found and the fact that they were too wild. We are hoping for a better season next year.





IDEAS PAY OFF AGAIN for three men who were awarded prizes totaling \$350 for the Best Suggestions of 1950. Seated with President A. H. Anderson in his office at the presentation ceremonies are, from left, Elliot E. Webber, Flooring Shipping, 2nd prize; Harold H. Hyde, Phillipsdale Boilers, 1st prize; and William E. Smith, Jr., Roofing Sales, 3rd prize.

Top 1950 Suggestion Winners

FOR the first time in a number of years, Phillipsdale walked off with top suggestion honors in 1950. At ceremonies in the President's office on Monday, February 19, Harold H. Hyde of the Phillipsdale Boiler Room received a check for \$200.00 as first prize money for the best suggestion of 1950.

Second prize money for the second best suggestion of the year was awarded to Elliot E. Webber, Flooring Shipping Department, and the third prize of \$50.00 went to William E. Smith, Jr., Roofing Sales Department.

Mr. Hyde's suggestion showed a method of saving a considerable sum of money by using river water instead of town water for bearing cooling at Phillipsdale. Earlier in the year, he had received a special award of \$125.00 on this idea.

Elliot Webber's second place winner was a suggestion for a new method of blocking 8/4 rolls in the truck. He showed how pieces of broke could be

used by an ingenious method to hold the 8/4 rolls in place thereby saving a substantial amount in the cost of wooden wedges. He had previously received a special award of \$65.00.

William Smith's suggestion saved time and labor for both our customers and ourselves and helps avoid complaints from customers who had trouble with storing shingle bundles under the old method of finishing. His suggestion was for a new method of finishing Wide Space Weather-tex Giant Individual Dutch Lap and Loc Set Shingles. This idea was originally accepted as an improvement in product and received a \$25.00 award as such in November.

Present to congratulate the year end winners were members of the Administrative Committee. The checks were presented by President A. H. Anderson who congratulated the men on their alertness and wished them good luck in

coming up with some good money saving suggestions in the year ahead.

February Awards

BUSINESS picked up for suggesters at the February meeting of the committee. While only 54 suggestions came up for consideration at the January meeting, 76 were in the works this past month. Number of winners doubled also, with fourteen different men earning checks for their ideas, all but five this time from the Floor Covering Plant.

Norwood Flooring

Charles W. Cobb, FFSM	\$10.00
Gordon Ginn, FFG	10.00
Louis Kannally, FFT	10.00
Howard Nelson, FFM	10.00
Ray Quimby, FFR	10.00
Edward F. Walsh, FFF	10.00
James A. Carr, FFT	5.00
Joseph Eppich, FFM	5.00
Frank Lippolis, FFT	5.00

Norwood Roofing

Julius Aukstolis, FBPM1	\$10.00
Arthur Balduf, FBE	10.00
Victor D. Fornaro, FBPM5	5.00
John P. Maleiko, FBPM9	5.00

Phillipsdale

Antonio Tirocchi, DPM	\$10.00
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Mr. Tirocchi, lone Phillipsdale winner, was also the only one to earn the additional \$10 award for five accepted suggestions.

Glenwood Gossip cont.

Carl Whatley and Charlie Ashley of the Glenwood Plant have come in with several stories of the big strings of bass they caught out of Narrows Lake near here. So far they have no pictures for proof, but Garlin Austin, who operates the power shovel out at the slate pit, admits that he just simply can't catch fish.

Retired

John M. Ready, 216 Lenox Street, Norwood, retired, effective December 31, 1950. Mr. Ready started with Bird & Son on June 7, 1917, on the East Walpole Paper Machines. Since 1919 he had worked on No. 4 Machine and was named Back Tender in 1942. We regret that we are unable to get Mr. Ready's picture as he is now in the hospital. We hope to take it later and publish it in a later issue.

Congratulations on His 25th Anniversary



FRANK EISENHAUER, Safety Engineer, received a black onyx desk set from his associates at Bird & Son on the occasion of his 25th company anniversary last month. Presenting the gift is Personnel Services Manager **A. W. Smith**. Among those in the group honoring Frank is his first boss at Bird & Son, **Russell Tupper**, last man standing on the right. Friends who were able to come for ice cream and a piece of fancy cake are, from the left, seated: **Ella Stratton**, **Roxy Coburn**; Frank's wife, **Gladys Eisenhower**; the guest of honor, and **Isabel MacLeod**. Standing: **E. R. Pulsifer**, **Julia Lewis**, **Merle Belcher**, **Creighton Hill**, **C. H. Porter** almost hidden behind Mr. Smith, **S. C. Traudt**, **John Murphy**, **E. M. Grout**, **Mr. Tupper** and **Eleanor Garland**.

Fire at Norwood Roofing

FIRE at the Norwood Roofing Plant the night of February 25 caused serious but undetermined amount of damage. No one was hurt.

Asphalt overflowed at one of the stills and caught fire. The men on the morning shift at No. 9 Machine were kept busy in clean-up work, but the next two shifts had to be laid off for the day. The following day one shift in the Shipping Department was not employed because of lack of production on No. 9 Machine following the fire.

The company was able to start up production after one day's loss by buying asphalt, normally furnished by the damaged stills, from outside sources.

Office Mixed Bowling

BERNIECE POTTER, Chairman

MARCH match of the mixed bowlers found eight teams rolling in spite of the flu though with some changes in team captains. Here's how they stood:

Team Captain	Points
Chet Porter	21
Walter Rockwood	19
Howard Whitney	15

Warren Anderson	14
Joseph Erker	12
George Dusty	9
Jack Rambeau	7
Ambrose Fitzpatrick	3

Prizes went to **Everett Fuller** with 108 and **Anna Ippoliti** with 90 for high singles. **Ethel Duncan** and **Joseph Erker** rolled high three strings. **Ethel** had 246 and **Joe**, 297.

See the BIRD Ads — Coming in April

NEXT best thing to seeing your own name in print, perhaps, is seeing your company name. The Bird name is going to be printed where not only every Bird & Son employee but a good many people throughout the U. S. A. will see it.

As part of the Sales Promotion Department's continuing program to get BIRD before the public, there will be Floor Covering ads in four different national publications during April. These will be in the *Ladies' Home Journal*, in *Better Homes & Gardens*, and in *This Week* news magazine and in the *New York News Sunday Supplement*.

All of these advertisements will be in color, half a page in the magazines

and full pages in the two news supplements.

Millions of readers will be seeing these Bird advertisements. Employees are given a forecast of this program so they will be posted on at least part of what their company is doing in the way of promoting Bird & Son products. More national advertisements will follow in later months.

Thank You

During the recent weeks of widespread sicknesses, our employees have cooperated splendidly to fill in for their absent colleagues through working overtime. On behalf of the management of Bird & Son, I thank you for your good will and extra efforts.

A. H. Anderson,
President

Just because it is a well-beaten path is no proof it's the right one. — *The Light*

Nothing'll cook your goose faster than a red-hot temper. — *The Gilcrafter*

NEWS FROM CHICAGO

STAFF: G. F. CAMPBELL, MATHILDA HANSEN, VIRGINIA O'BRIEN, JOSEPH BLACKMAN, MARTIN PEARCE

Erich Gach

THE sudden death of Erich Gach following a few days' illness came as a shock to his co-workers in the Chicago Mill and Office. He had been a loyal and faithful employee of the company for 32 years.

Mr. Gach was born 57 years ago in Breslau, Germany, where he attended the public grade and high school. During school vacations he got his first knowledge of building material while working in his father's brick factory, where cement shingles and tiles were also made.

On completion of his studies he entered the services of the North German Lloyd steamship line. On his second trip to the United States in 1914, World War I broke out in Europe and

his ship with the entire crew was held in New Orleans. The young man remained with the ship for several months in New Orleans Harbor until he obtained his discharge papers and was permitted to enter the United States. He became a citizen in 1924.

In 1918, Erich Gach came to Chicago and entered the employ of Bird & Son as a Shipping Clerk in the Floor Covering Division. The following year he was transferred to the Roofing Mill as Mill Clerk, a position in which he remained until 1923, when he was put in charge of the Asphalt Blowing Plant, working nights. In 1926, he was made head of the Laboratory. He was there until he became Superintendent in July 1937. On October 1, 1945, Mr. Gach was transferred back to the Laboratory

in charge of special work, and on April 30, 1946 was appointed Chief Chemist of the Chicago Laboratory. This was the position he held at the time of his death. During his service with the company, he contributed substantially to the design and quality of Bird products made at the Chicago Roofing Plant. Several patents have been issued in his name.

Funeral services, held from the Lain Funeral Chapel, were attended by many Bird & Son associates. His pallbearers were chosen from among the employees who had worked closely with him through the years.

Mr. Gach is survived by his wife, Ann, and one son, Robert, who is now attending the University of Illinois. To them we offer our sincere sympathy.

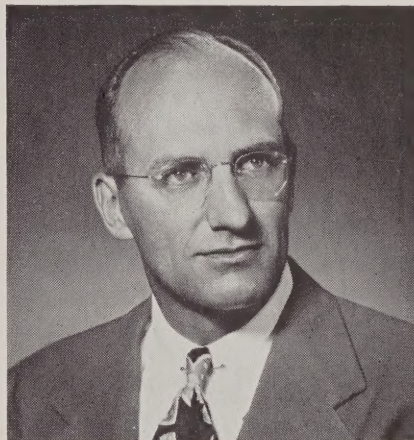
P. C. Johnson Named Sales Manager

ON January 1, 1951, Philip C. Johnson was promoted to Central Division Sales Manager at Bird & Son, Chicago. Previous to this appointment Mr. Johnson had been a Sales Territory Representative with headquarters in Chicago.

Mr. Johnson was born in Chicago 41 years ago. Upon graduation from the University of Illinois in 1930, he immediately started in the selling field as a salesman for the Oil Jobbers Refining Company of Chicago. He called on jobbers in Illinois and southern Wisconsin. In 1933 he joined the sales force of the Firestone Tire & Rubber Company, working with dealers and wholesalers in southeastern Iowa. He remained with this company for five years.

Phil joined Bird & Son in January 1938, working as a Salesman in Nebraska until January 1943, when he was transferred to Cleveland. He succeeded Bill Tyson as a Salesman for that area.

In 1945 he left to take a position as sales manager for the State Supply Company of Cleveland. This company was at that time and still is our roofing wholesaler for that part of Ohio. He returned to Bird & Son in July, 1949, as Sales Territory Representative and held this position at the time of his promotion.



Philip C. Johnson

Mr. Johnson is married, has three boys, 14, 10 and five. He says he is not sure whether he has a roofing salesman in the trio, but he's hoping.

Chicago Chit Chat

Recent visitors to the plant included A. H. Anderson, W. C. Ahlgren, E. L. Chamberlain, Rogers Weed and J. A. Shelley.

We were sorry to hear that Charlie Stevenson was leaving Bird & Son but wish him every success in his new work as a civilian employee for the army.

Al Cook is our new Traffic Clerk. We welcome him to the Bird Family and hope his stay will be long and pleasant.

Arthur Mellin has been around the past

week with one eye bandaged. He claims it's the result of an operation but someone hinted that he failed to get his right up in time.

Nick Tomei recently spent three weeks with his family in Seaford, Long Island, New York. Nick always has a smile and was missed by his fellow workers.

Paul Scheide and Stanley Roszak are both proud daddies.

Old King Winter lashed at us with all his fury in the last half of December, leaving in his wake snow-covered streets, stalled automobiles, frayed nerves.

Willie Brown, slate handler, was a victim of the latter.

One wintry, snow-flaked morning, the mercury hovering between zero and five above, he and Dixon went out to the car to go to work. Brown touched the starter, the motor coughed and caught.

"Everything's straight, Bug," he smiled at Dixon. "Buicks don't bother about the weather."

He threw it into reverse but the big car refused to move. Brown jumped out to see what was wrong. He took one look. Two flat tires! This was too much for him. With all his might he aimed a tremendous kick at the side of the car, but he missed completely and fell flat on his back, out cold!

Milton Crawford, Dry Felt Department, was reported doing very nicely in the hospital. He expects to return to work in the near future.

Bob Lockinour, Chicago plant, complained about not getting the Xmas greetings which he expected. A few days ago his quota was filled. Greetings from Uncle Sam!

Andrew H. Gardner, of the Shipping Department, recently returned from visiting his ailing mother who, at that time, was very



MIDWEST TRADE SCHOOL graduating class includes Freddie Florence, Chicago Plant, seated, second from right end. Freddie has completed a course in body and fender work and is now taking auto mechanics.

Chicago Chit Chat cont.

low. Now she is reported well on her way to recovery.

Freddie Florence of No. 6 Machine just graduated from Midwest Trade School for Mechanics and is now ready for business. So, all of you guys with the ailing autos make it a point to see "Doc" Florence. One visit is all he requires. "Wreck it or fix it" is his motto.

We wish to extend a warm welcome to the new members of the Bird Family—Joan Goulet, Darleen Simonson, and Alberta Lacey.

Benedict Macfarlane, son of B. G. Mac-

farlane, Sales Service Manager, was elected Boy Scout Mayor of Hammond, Indiana, for 1951, in observance of Scout Week. Ceremonies were held February 10 at City Hall, Hammond. In previous Civic Participation he was elected Superintendent of Schools in 1949, and appointed Chief of Police in 1950. Also in his six years of scouting he was Jr. Asst. Scoutmaster 1949, earned rank of Eagle Scout 1950, Jr. Staff Councillor at Summer Scout Camp, Berrien Springs, Michigan, 1950. He, too, is a member of "Order of Arrow", National Honorary Campers Fraternity, B.S.A.

We think this is a very fine record and we congratulate Benedict!!!

Long Service List

WE give below the names of those whose fifth, tenth, fifteenth and twentieth anniversaries fall during the month of April, and of those who complete twenty-five or more years' service during this month.

Name	Year	Dept.	Years
Frank W. Fisher	4-3-95	Retired	56
Kenneth McLennon	4-9-00	Retired	51
Michael F. Powers	4-5-01	Retired	50
Mary A. Sline	4-11-01	Retired	50
Fred W. Shepard	4-1-02	Retired	49
John J. Spillane	4-9-02	Retired	49
Patrick B. Hessian	4-4-03	Maintenance	48
Joseph Sienkiewicz	4-13-08	Retired	43
John E. Maguire	4-4-11	Paper Mill	40
Arthur W. Connolly	4-8-12	Retired	39
Charles Geigel	4-15-12	Paper Mill	39
Tony Milus	4-29-12	Roofing Plant	39
John Grusacki	4-25-13	Retired	38
John Lestan	4-28-13	Retired	38
Festus Connolly	4-24-14	Retired	37
Philias Laliberty	4-10-16	No. 1 Box Shop	35
Clemens Kasterer	4-22-16	Finishing Mill	35
R. Ernest Koebe	4-23-17	No. 1 Box Shop	34
Nicholas Hrenchuk	4-5-18	Paper Mill	33
John L. Stupak	4-17-18	Roofing Plant	33
Andrew L. Stupak	4-17-18	Roofing Plant	33
Ralph E. Nutter	4-22-18	Flooring Plant	33
Joseph Adamonis	4-25-18	Flooring Plant	33
Michael O'Malley	4-29-18	Retired	33
John J. Poulosky	4-12-20	Retired	31
John P. Wasilunas	4-12-20	Retired	31
Elron E. O'Donnell	4-14-20	Flooring Plant	31
Robert H. Hood	4-22-20	No. 1 Box Shop	31
Edwin M. Lines	4-25-20	Maintenance	31
John G. Eppich	4-1-21	Retired	30
John Aidukonis	4-16-23	Flooring Plant	28
	4-17-23	No. 1 Box Shop	28

George G. Bigelow	4-18-23	Flooring Plant	28
George Murray	4-23-23	Maintenance	28
Patrick Silvestri	4-24-23	No. 1 Box Shop	28
James O. Lowe	4-24-23	Roofing Plant	28
Salvatore DelSignore	4-25-23	Paper Mill	28
Agostino Purpura	4-8-24	Roofing Plant	27
John J. Janusaitis	4-18-24	Retired	27
Lorenzo Notarangelo	4-21-24	Flooring Plant	27
Oscar Saterdal	4-24-24	Power & Steam	27
Joel W. Tammelin	4-30-24	Retired	27
Ralph L. Watson	4-3-25	No. 1 Box Shop	26
Bernardo Maini	4-7-25	No. 1 Box Shop	26
Peter Flaherty	4-9-25	No. 1 Box Shop	26
Michael Grugnale	4-14-25	Roofing Plant	26
Ralph Farris	4-21-25	No. 1 Box Shop	26
Cornelius Driscoll	4-23-25	Retired	26
Edward A. S. Hiller	4-27-25	Roofing Plant	26
Anthony Lasinskas	4-29-25	No. 1 Box Shop	26
Ralph V. Thayer	4-30-25	Finishing Mill	26
Charles L. Hammond	4-1-26	Roofing Sales	25
Alessandro Alessandrini	4-2-26	Roofing Plant	25
Peter J. Frain	4-5-26	Flooring Plant	25
Andrew G. Hazlett	4-5-26	Flooring Plant	25
Joseph P. LeBlanc	4-5-26	Flooring Plant	25
Pasquale Alberico	4-8-26	Roofing Plant	25
Stanley Wasiliauskas	4-12-26	Roofing Plant	25
Manuel D. Caneja	4-15-26	Retired	25
Luigi Carrieri	4-20-26	Roofing Plant	25
Eino H. Heikkila	4-13-31	No. 2 Box Shop	20
Kimble P. McEwen	4-21-31	Paper Mill	20
Giuseppe DiVirgilio	4-28-31	Roofing Plant	20
Urho Wiik	4-1-36	Roofing Plant	15
Bernard F. DeSavage	4-6-36	Flooring Plant	15
George H. Shackley	4-8-36	Flooring Plant	15
Edgar Wormald	4-14-36	Roofing Plant	15
Charles A. DiMarzo	4-16-36	Flooring Plant	15
Louis T. Kannally	4-27-36	Flooring Plant	15
William R. Percy	4-27-36	Roofing Plant	15
Edward H. Hardy	4-28-36	Paper Mill	15
Frank Baldassari	4-28-36	Flooring Plant	15
Kenneth R. Towle	4-1-41	No. 1 Box Shop	10
Ann M. Allen	4-7-41	Flooring Plant	10

Stanek's Safety Shoes Pay Off Two Days Later

DURING February, we started a safety shoe program in cooperation with Thom McAn Shoe Company. One hundred thirty employees are sporting new shoes that are good-looking in addition to being safe. Believe it or not, one of the fellows from the office who makes frequent trips to the Mill for reports and so on is also wearing safety shoes.

Another man, James Stanek of Maintenance, started wearing safety shoes on Wednesday. On Friday while he was helping change No. 7 Shingle Machine, one end of the bearings weighing about 300 pounds fell on his toes. The result—scarred shoes but no toe damage and a happy fellow who feels that these shoes have paid off.

Mary E. Cotter	4-1-41	Office	10
Paul E. Howard	4-7-41	No. 1 Box Shop	10
Daniel F. White	4-10-41	Flooring Plant	10
Paul S. Hoyer	4-14-41	Flooring Plant	10
Eugene O. Pudsey	4-18-41	Office	10
James E. Ronci	4-24-41	Flooring Plant	10
Mark McDonnell	4-25-41	Roofing Plant	10
Walter T. Henry	4-25-41	Flooring Plant	10
James W. Loring, Jr.	4-28-41	No. 1 Box Shop	10
James H. Goguen	4-30-41	Roofing Plant	10
William F. DeRoche	4-4-46	Paper Mill	5
Lawrence A. O'Rourke	4-9-46	Asst. to Gen. Supt.	5
Clair R. Timpany	4-9-46	Finishing Mill	5
Evelyn G. Balduf	4-9-46	Finishing Mill	5
Charles Sabonis, Jr.	4-9-46	Finishing Mill	5
Edward L. Welch	4-22-46	Maintenance	5
Pertil L. Ostrom	4-22-46	Roofing Plant	5
Roy F. Hayes	4-22-46	No. 2 Box Shop	5
Walter J. Naff	4-26-46	Roofing Plant	5
Joseph A. Brisette	4-29-46	No. 1 Box Shop	5
Peter E. Miskinis	4-29-46	No. 2 Box Shop	5
Stanley W. Rossersky	4-30-46	Paper Mill	5
Stanley W. Drost	4-30-46	No. 2 Box Shop	5
Vito Puopolo	4-30-46	No. 2 Box Shop	5

PHILLIPSDALE

Vincenzo Cicerelli	4-13-16	Plant	35
William B. Callan	4-25-17	Plant	34
John P. Harrington	4-27-21	Plant	30
Joseph White	4-13-23	Plant	28
Manuel P. White	4-21-23	Plant	28
Everett A. Rockwood	4-15-25	Plant	26
William E. Conway	4-1-36	Plant	15
Joseph A. Rakutis	4-28-41	Plant	10
Antonio O. Reis	4-1-46	Plant	5
Joseph E. Reposa	4-8-46	Plant	5
Wesley L. Scofield	4-9-46	Plant	5
Ernest M. Paiva	4-9-46	Plant	5
Albert Hamel	4-10-46	Plant	5
John Raposa	4-10-46	Plant	5
Michael Raffa	4-18-46	Plant	5
August Enos	4-25-46	Plant	5
Samuel C. Stewart	4-27-46	Plant	5
Henrique Lourenco	4-30-46	Plant	5

CHICAGO

Albert M. Dobbins	4-14-23	Office	28
John W. Dexter	4-8-25	Retired	26
James E. Stanek	4-8-25	Plant	26
Ernest Jacobs	4-25-25	Plant	26
Roswell Dodge	4-9-26	Plant	25
Pernice Behnke	4-9-41	Office	10
William Eggert	4-24-46	Plant	5
Alvin Butts	4-25-46	Plant	5

SHREVEPORT

Johnnie Pearson	4-2-46	Roofing Plant	5
Tyeska Washington	4-4-46	Roofing Plant	5

BERRY ASPHALT COMPANY

John Atkins	4-8-31	Waterloo	20
Thurston J. Beasley	4-23-41	Stephens	10
William S. Crank	4-2-46	Waterloo	5
Roscoe Williams	4-10-46	Waterloo	5

PHILLIPSDALE

REXFORD H. SALISBURY
MANUEL OLIVER

DAVID S. LOWRY
ARTHUR TRUDELL

LESLIE E. HOWARD
ROBERT CROWLEY

Many Reunions at Copley for Old Timers' Banquet

THE Quarter Century Club banquet gave us an opportunity to see many of the men who had retired but who do not get around here very often.

Walter Gill came up from Ocean Grove to go to the party with us. He is looking like a million dollars. Fergus Christie met us in Pawtucket and he too was looking very well. Charlie Cyronak came over from Providence bringing Mr. and Mrs. Kuzmich and Stanley Sorzadel with him. Mr. and Mrs. Henry Phelps and Mr. and Mrs. Leonard Carlson got on the bus at the plant and all seemed to be enjoying themselves. Herbert Black came over from Providence and, of course, George Hawley, whom we see quite often, also went with us.

We were sorry that more of the old timers could not go with us, but we enjoyed meeting those who did go.

Notes Here and There

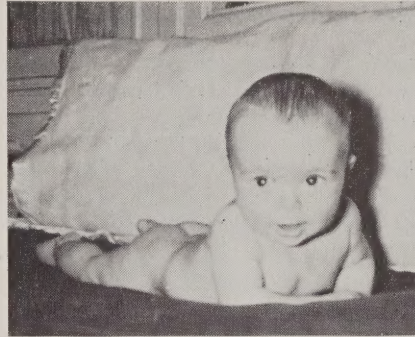
New cars this month include Ed Godin's 1951 Studebaker. Other new cars include Manuel Alves' 1950 Chevrolet and Joe Alves' 1948 Buick.

Farmer Rochford has learned that it doesn't pay to try to be an automobile mechanic. He borrowed a chisel to cut a nut on his engine and wound up by buying

a new head to replace the one which he cracked.

Congratulations to Anthony Gouveia and the Mrs. upon the birth of a son Allen, February 14, at the Providence Lying-In Hospital.

Gil Dias is quite proud of his Doberman pinscher, but Gil thinks he himself will have to go on a diet, as it is costing \$4.00 a week to feed his dog. We would imagine that the thoughts of this alone would be enough to keep Gil's weight down.



THIS LITTLE ROSEBUD of a baby is 5-months-old Judith Eugenia Goulart, whose daddy is Manuel Goulart of the Phillipsdale Paper Machines.

We were sorry to hear of the death on February 19 of Mrs. Stanley Sorzadel. Stanley was one of the men who retired from Phillipsdale in 1950.

Our sympathy extends to the family of Enar Peterson in the recent death of Mrs. Peterson's mother.

"Shag" Amaral had his radio repaired and brought it in to play while working.

He said that due to the fact the others on his shift get the benefit of it, they should help pay the repair bill. One of the boys was willing to help. He made a collection box so the boys could donate whatever they wished, but when the box was opened there was everything in it except money.

Shag was listening to a broadcast from Japan recently, and Ed Godin told him to get another program as he couldn't understand the Japanese language and doubted if Shag could understand it either. Shag surprised Godin though when he told him he understood the language and that the weather report was being broadcast.

Arthur Trudell announces that he is a grandfather for the second time, the latest grandchild being Thomas Pavone, born recently in New York city.

We were sorry to hear of the death on February 28 of the father of Manuel Paiva of the Boilers and Antone and Ernest Paiva from the Board Mill, and father-in-law of Henry Lourenco from the Paper Machines. We extend our sympathy to these families.

Thelma Amaral, daughter of Anthony Amaral from the Wood Department, was given a shower by her friends on February 22. Her wedding date has been set for April 7.

Bottom Bowlers Are Bouncing Back

THE Interdepartmental Bowling League race is getting more exciting every week. The teams on the bottom are suddenly coming to life and those on the top are having to fight to stay there. The standing as of February 21 was as follows:

		Won	Lost
#1 Team	Office	48	40
#2 Team	Machine Shop	40	48
#3 Team	Millwrights	48	40
#4 Team	Yard	42	46
#5 Team	Engine Room	50	38
#6 Team	Insul Board	36	52

John Cyronak still holds the high average with 113 7/66 as well as the high three total of 383. Gil Dias still has the high single of 151. The Engine Room holds the team single of 584 and the Machine Shop has the high team total of 1592.

There are now twelve men with an average better than 100.

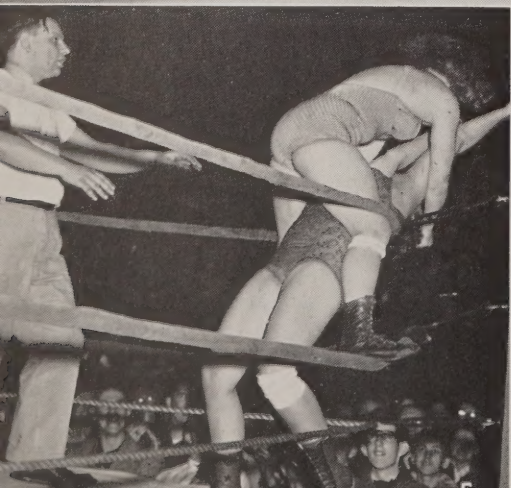
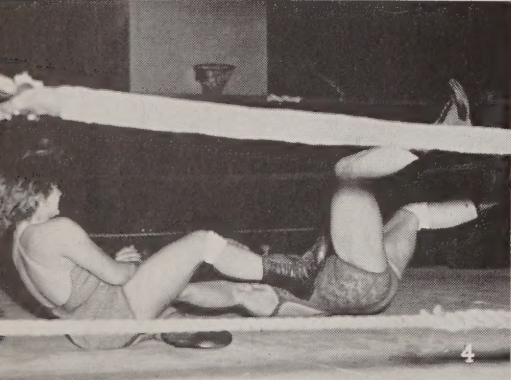
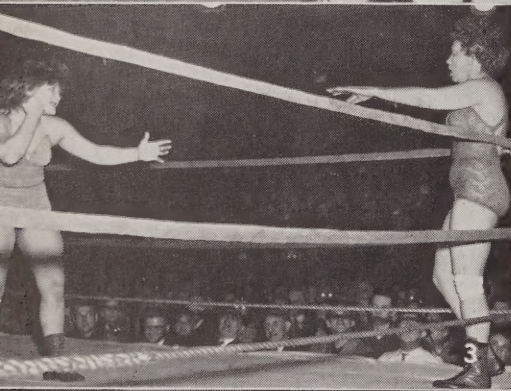
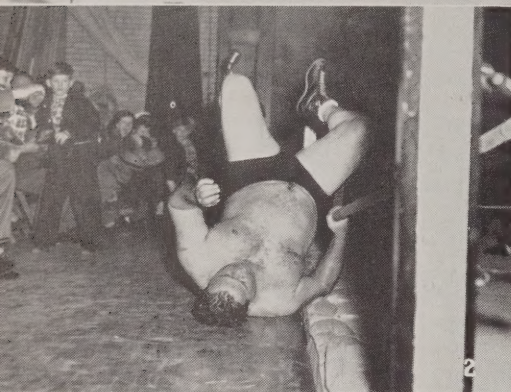
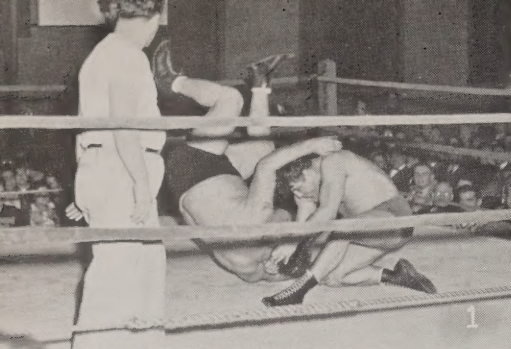
Husbands prefer clinging gowns—the ones that cling for at least five years.

Ah, for the good old days when Uncle Sam lived within his income . . . and without most of ours.

—Coronet



I FINALLY WAS ABLE TO DIG UP A SKELETON CREW, BOSS



Huge Crowd Cheers Wrestling Matches

ONE of the most popular events ever staged by the Bird Club took place the evening of February 15 when professional wrestling matches, including two girl "artists," were the featured attraction. A thousand club members and guests packed the Norwood Junior High School after lining the nearby streets with their hundreds of cars.

A good vaudeville entertainment started off the evening. Performers included Joe Doris, Master of Ceremonies; Marie Halpin, singer; Willie & Winn, a tap dancing team; and the Tuckers, a couple who did a clever mind-reading act. Bill Grazado, from the Bird Club, was piano accompanist for this part of the show.

Then after refreshments by Holman came the main bill of fare. Two men, Tom Steel and Slim Zimbleman, were matched for the best two out of three falls. They gave the crowd everything, including a couple of tosses over the ropes into the laps of enthusiastic members of the audience. Tom won.

The Weaker Sex

The girl wrestlers were all the fans had hoped for. Both red-heads, they tore into each other, tossed each other about, glowered menacingly like a couple of tigresses, eliciting shouts of approval and derision from the more voluble rooters on the sidelines. Those who attended will remember June Byers as the tall one and Carol Cook as the little one.

Jack Witschi of North Attleboro rented the Bird Club the ring and kindly assisted in getting it set up on the main floor. A. Santos served as referee.

The next morning Ed Wisniewski, Chairman of the Entertainment Committee in charge of the show, was besieged with pleas for another show just like this one.

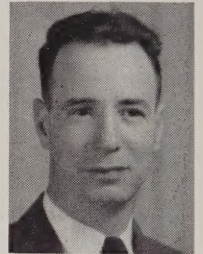
Left, from top

1. "Gouge his eyes!"
2. "Leggo the rope, ya bum."
3. "My deah, don't be like that."
4. "Give it to her, Red!"
5. "Oh, BOY!!!!"

BIRD

Prexy John McDougall Writes His Column

THEY may be fixing the basketball games in New York, but there was nothing fixed about the wrestling matches at the Sports Night on February 15. The lady and men wrestlers put on a good show and I am glad we didn't have to fix anything in order to have a large turnout.



This sure was a night to be remembered. I heard many comments, especially from the old timers, "Why don't we do this more often", etc. I was impressed, not so much by the comments, but by the crowd that showed up for this affair, and how appreciative they were of the whole program. This must have been gratifying to Ed Wisniewski and his hard-working committee.

The weather is beginning to get better and I imagine some of our golfers are fixing up their equipment in preparation for the coming season. Don't forget—all of you new Bird Club members and prospective members—the Bird Club Golf League is a swell setup. Watch for future announcements from Chairman Dick Sprague.

Bill Grazado is missing a good trio in Yvonne, Ann and Florence at the Flooring Mill. They have been singing for some time now at the "Cave", I mean the Cafe, and no doubt would be willing to help out.

I hope the dance that is being held March 30 at Elks' Hall is a big success. Door prizes, Polish orchestra . . . nuf sed!

The editor of the Bird Review has a swell thought on the Question Box idea, I think, and I hope everyone in Bird & Son will take advantage of this means of information.

Louis Kannally was on his way to the Sports Night when he had a slight auto collision. The cop asked Red if he put his hand out when he was turning, and Red said if the other guy couldn't see his car, how was he going to see his hand?!

CLUB

I believe the Publicity Committee deserves orchids for the swell work they have been doing for the Club recently. The results have been very gratifying.

Joseph Coburn, Chairman of the Dramatic Club, needs a young man for a part in his present play. No previous experience needed. How about it, fellows? Call Joe if you are interested.

The Veterans' Show entertained at the Chelsea Naval Hospital on February 27 and the Neponset Choral group visited Brighton Marine Hospital the same night. This, as you know, is all voluntary work, and I am sure you members must feel proud of these two shows being part of your Bird Club program.

Looking a little ahead, the choral group will hold their Spring Concert some time in May according to Chairman Chet Porter, and the Field Day run by the Entertainment Committee will be held in June. Ed Wisniewski tells me he is trying to get some circus acts—live animals, etc.

Yours,

John McDougall

Show Plays for Korean Casualties

MOST of the patients weren't veterans who made up the audience on February 27 when the Bird Club Veterans' Show visited Chelsea Naval Hospital. They were servicemen only recently back from Korea. One member of our show commented on how young they seemed and another said how much they liked it. Nearly 200 sailors and marines were present. This was a new hospital for the Bird Club to perform in, so they were more than pleased that their show went over well. The recreation officer wrote them an appreciative letter afterwards thanking all for helping to "boost the morale of our men."

Adding to the evening's entertainment was a delegation from the Military Order of the Cooties. Included among them were John Hutchins from the Norwood Roofing Plant and Julia Smith from the Office, who is active in the ladies' branch of the veterans' organization.

Troupers from the Bird Club in-

cluded Irene and Anna (cover girls of the January Review), Matty Connolly, Peggy Hunter, George Wallace, Dolly DeRose and Phil Burkett, Claire Geary, Donald Reid, Robert Reid, Nick Thomas, Jr., Franny Lewis, Vin Perry, Bill Damico, Dan Sweeney, Jim Araby and Dom Fucci. Plus their director, chairman and piano accompanist, Bill Grazado.

Next show will be at the Chelsea Soldiers' Home on March 26.

Polkas to Feature

Dance on March 30

EVENT for March on the Bird Club entertainment calendar will be a dance with music by a polka time band, to be held at the Elks Club in Norwood on March 30. Added attraction announced by Entertainment Chairman Ed Wisniewski will be door prizes, one for the men and one for the ladies.

Followers of "la polka Polische" will be happy to learn that the orchestra is none other than the Warszawska (pronounced War-sháf-ska) Orchestra, Vincent Justynski, leader, of Pawtucket. This band broadcasts every Sunday on WFCI, and has played here in Norwood. Although not every member of this 10-piece orchestra can spell his name with a "ski", all are GI's from World War II.

This dance the Friday after Easter should prove very popular. Tickets for members only are 50 cents and for guests, 75 cents.

Tri-Mill Sports Club

Work is going forward on the cabin. Billy Ivatts reports that a gate is going

up to help regulate the cabin's visitors, some of whom have not always been welcome. The cabin is to be recaulked and floor covering will go down. More activity is forecast, once the fishing season opens in April.

Cribbage

By HERMAN NORDSTROM, Chairman

THE third cribbage party of the season was held on Thursday, February 8, with only twelve players present. It was a cold night and the Main Mill union meeting was being held that same evening.

Cribbage winners were: Arthur Bent, FFP; Oscar Koch, Norwood; Robert Wohler, FFV; and Herbert Pratt, FBF.

Baskets of fruit went to Stuart Farris, FXR, and Arthur Bent, FFP.

More Classes Soon

for Rifle Enrollees

By LAWRENCE WHITE

SORRY about the delay in conducting the Basic Small Arms School, but a combination of bad weather, limited range facilities and varying work schedules are responsible. These problems are now out of the way and you who signed up but haven't started yet will be notified when classes are resumed.

The School has received the final approval from the National Rifle Association and has to date issued nine certificates to Bird Club members. We are proud of our modern Annie Oak-

(Continued on page 24)



BIRD CLUB ENTERTAINMENT COMMITTEE taken on the night of the big wrestling matches. From the left: John Dziubaniuk, Mary Wallace, Anthony Utorka, Eleanor Garland, Edward Wisniewski, chairman, Agnes Kozlowski, Edward Geraghty, Nancy Eklund, James Weir, Catherine Bellew and Aldo Bertoni. One member of the committee, Ida Venterosa, was not present.

BIRD CLUB

(Continued from page 23)

leys who braved some of the worst storms of the winter to complete their training. They include Patricia Haste and Florence Murray of Flooring and Doris Reardon of the Main Office. The men will have to knuckle down to keep up with them. Our Dead-Eye Dicks include William Mark, William Swinnerton, Edward Welch, Richard Walker, William Ivatts, Jr. and Leo Murphy.

Once again, the rest of you, just be patient and you'll be notified when to report to class. Everyone who enrolled will have an opportunity to learn and enjoy the sport of rifle shooting. If you haven't enrolled as yet, just drop a note to L. White, FFN, and state your desire to do so.

The cost of the course is one dollar. This is used to defray the cost of ammunition and registration with the N.R.A. The rifles are regular .22 cal. target rifles belonging to club members or kindly loaned by the Rifle Club of the Massachusetts Hospital School in Canton.

The instructors, Ed Welch, Bill Mark and Bill Swinnerton, are giving their time to assist in this program and are doing a swell job.

★ ★ ★

The Lucky Ham shoot of March 22 is sponsored by the Tri-Mill Sports Club for all Bird employees. Next month we will tell you who was the best ham shooter.



SHARP SHOOTERS at a session of the Tri-Mill Sports' Rifle Club at the rifle range in the Norwood Municipal Building. Front: Florence Murray, Doris Reardon and Patty Haste with rifle expert and chairman Larry White. Standing: Bobby Knox, Bill Swinnerton, Billy Ivatts and Richard Walker.

Letter from Patient

Lauds Choral Concert

ON February 27, the Neponset Choral Society went to the Brighton Marine Hospital to put on a program for the patients who were able to come to the auditorium. Their program was well received by the men. Chairman Chester H. Porter reports receiving a letter of thanks not only from the hospital's recreation officer, but one from a patient. He wrote: "We enjoyed it immensely. The fellows in the ward thought it was grand also . . . The ladies were the prettiest we have seen, in their beautiful gowns. Thanks to your sponsors Bird & Son also."

Besides choral numbers, the group presented selections by a male quartet consisting of the group's director, Leonard W. Weaver, Oscar Lavoie of Roofing, and George Barr and John Sundquist. One favorite of the audience was done in barbershop style and sadly warned "Never Throw a Lighted Lamp at Mother."

Monday nights now the members of the chorus are buckling down to the business of rehearsing for their next public concert, coming in May.

Men's Bowling

EVERETT FULLER, Chairman

WITH the bowling season rolling along, it won't be long before we can start making plans for the annual bowling banquet. At the present time EM, Main Mill Maintenance,

seems to have a comfortable lead, but anything can happen.

No.	Team	Won	Lost	Pct.
5	EM	34	6	.850
3	FBV	23	12	.656
14	PFL	26	14	.650
4	FBPM1	22	13	.628
7	A	18	12	.600
10	FF	12	8	.600
8	FX-2	23	17	.575
2	FFV	17	13	.567
1	FX-1	19	16	.543
9	FFN	9	16	.360
6	FFSM	13	27	.325
11	FFG	12	28	.300
13	EMT	7	28	.200
12	FB-Gen.	5	30	.143

Season High Single

Edward Conley, FXG	141
Peter Didick, FBV	141

Season High Three Strings

Julius Aukstolis, FBPM1	357
-------------------------	-----

Girls' Bowling

BERNIECE POTTER, Chairman

THE end of February, the Lucky Five team girl bowlers were definitely ahead with 42 points to the second-placing Phantoms' 36 points. Captains, teams and standings were:

Team	Captain	Points
Lucky Five	Anne Kelter	42
Phantoms	Eileen Geraghty	36
Solids	Louise Conti	33
Hurry-Hurry	Mary Nicastro	32
Gee-Cees	Mary Moylan	21
Mix-Ups	Edythe McMullen	14
Satan's Halos	Ida Venterosa	12
Bottoms-Ups	Mary Wallace	2

High single is still 120, held by the chairman. Louise Conti's 113 is second highest string so far this year. Betty White has held the high three-string record for the regulars with 284 for some time. Second and third high totals were rolled by Anne Lindsay, 278, and Evelyn Balduf, 273.

The Origin of Bowling

With millions of people, men as well as women, mauling the maples in bowling arenas from coast to coast, and border to border, the question is frequently asked where and how the game started.

Answers vary. According to somebody or other, bowling originated in Germany during the third century. At that time, believe it or not, it was a religious exercise. The game was played on the lawn surrounding the church.

After the conclusion of the service, members of the congregation would assemble outside the cathedral. A pin, called a "Heide", (German word for "heathen") was set up. Taking a ball, the bowler ("Kegler" is the German term) rolled it at the pin. If he knocked the "heathen" down, it proved that he was leading a pure life. If he missed, better church attendance was recommended.

—In the Box

On the Lighter Side

Boss: "What's this big item on your expense account?"

Salesman: "My hotel bill."

Boss: "Well, don't buy any more hotels."

An old storekeeper was sitting in front of his little store in a small village when two city slickers drove up.

"Hey, Grandpa," said one of them, "how long has this town been dead?"

"Well," said the old man, peering over his glasses, "not so long, I reckon. You're the first buzzards I've seen."

Accordion music . . . noise that comes from playing both ends against the middle.

— Shannon Fife

A fraternity sent its curtains to be laundered. The next morning a note arrived from the sorority across the street:

"Dear Sirs: May we suggest that you procure curtains for windows. We do not care for a course in anatomy."

The immediate answer read: "Dear girls: The course is optional."

Bees are not as busy as we think they are. They just can't buzz any slower.

— Kin Hubbard

Patient: "Doctor, isn't it somewhat out of your way to visit me here?"

Doctor: "Not too bad. I have another patient nearby, so I'll kill two birds with one stone."

The girl next door reminds one of a switchboard; when she walks, all her lines are busy.

I wouldn't say he was a liar, but I tell you, when it comes time to feed his hogs, he has to git somebody else to call 'em for him.

Ohio Motorist

"Every week for the past two years my mailman has delivered 50 pounds of muscle-building equipment to me."

"And now?"

"Now I have the world's most perfectly developed mailman."

"You can't marry her without permission," said Father Smith.

"Why not?" asked the swooning swain.

"Because she's a minor."

The young man looked stumped for a moment, then asked: "You mean I gotta ask John L. Lewis?"

A gambler died and the funeral was well attended by his professional friends. In the eulogy, the speaker asserted: "Spike is not dead. He only sleeps."

From the rear came the interrupting words: "I got \$100 that says he's dead."

If you want to get back on your feet in a hurry, just skip a car payment.

Sign on East Walpole Theater marquee—
TWO WEEKS WITH LOVE
DIAL 1119

The management reserves the right to exclude any lady they think proper.

Sign in Pacific Coast dance hall



THIS SAILOR LADDY is the son of one Bird employee and the grandson of another. James MacLellan of Roofing Shipping is little Douglas's father, and the senior James MacLellan, welder at the same plant, is his grandfather.

LOSE YOUR PIN?

Quarter Century Club members who have lost their pins may buy a duplicate at the President's Office. The price is \$4.38.

Acknowledgments

To thank you for your kindness and sympathy at a time when it was deeply appreciated.

Lydia Kollanus and Family

We shall always remember with deep gratitude your comforting expression of sympathy.

Enar and Ethel Peterson
Phillipsdale

Thank you very much for the beautiful flowers. We appreciated your thoughtfulness.

Alice E. Walker and Children

I wish to express my family's and my personal thanks for the kindness shown during our recent bereavement.

Robert C. Newton

To thank you for your kindness and sympathy at a time when it was deeply appreciated.

The Paiva Family
Phillipsdale

To thank you for your kindness and sympathy at a time when it was deeply appreciated.

Mrs. Wilfred J. Walker
and Family

Are You a BIRD CLUB Member?

The following is addressed to those in the Bird organization who have not yet become members of our Bird Club. We believe there are some people who want to enjoy the benefits of "belonging" but who do not realize how simple it is to join. Whom do you have to see? Nobody, unless you want to talk over the various activities sponsored by the club. If so, speak with any Bird Club officer, committee chairman or the membership man at your plant or office.

What do you have to do to join? Just this. Fill out the form below, cut it out and put it in the mail. Presto! You're in. It's that simple. Why not fill it out right now?

K. G. ROUILLARD, *Chairman Membership*

Send to — PMN

APPLICATION FOR MEMBERSHIP IN THE BIRD CLUB, INC.

East Walpole, Mass. _____ 19____

I hereby make application for membership in the Bird Club and agree to abide by the By-laws of the Club.

Please deduct the annual dues from my wages in the manner checked:

1. Annually in September ☐ (\$1.50)

2. Semi-annually in September and March ☐ (\$.75)

SIGNED: ☐ _____ Dept. _____ No. _____

Recommended by _____

Do not write below this line

VK _____ Offices:

ACP _____

Hon. _____

L of A _____

M. S. _____

M _____

F _____

Committees:

R _____

L _____

VK _____

ACP _____





BIRD NEPONSET REVIEW

April
1951

Vol. 39 No. 4



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the Question Box

Why isn't there any news or notes on things of interest to the employees of Bird & Son, inc. in Auburn, Me., printed in the Review and why is it not counted as a Bird plant?

a. News of the Auburn plant has appeared in the Review from time to time, but not as a regular feature. The columns of the Review are open at all times to news from any Bird plant, but we can print only what is sent in. In a plant employing 20 people, it is hard to find many news items in any one month. The editor suggests that anyone having an item of interest give it to the manager, Guy Houghton, who will send it along for publication.

b. It has been our policy to list only our manufacturing plants in our Christmas Review. The Auburn plant is a set-up station for our shoe carton customers and as such has never been considered a manufacturing operation like our other units.

Why does it take so long to get good lighting conditions in the office?

It is recognized that the lighting is not satisfactory in some sections of the office. Meter readings have been taken and some replacements will be made during the coming summer in those areas where the need is greatest.

a. What is Bird & Son policy in promotion of employees to higher paid or more responsible positions?

b. How are rates of pay arrived at for office clerical or administrative employees?

a. It is company policy to promote from within the organization whenever possible. Every attempt is made to recognize the qualifications and the abilities of individual employees and to promote them to higher rated positions as opportunities arise. In the offices the development, progress and attitude of all employees is regularly reviewed and discussed by the office manager and the department supervisors. As openings develop, selections are made from that group of employees who have the particular training, qualifications and experience that are needed and whose record is such as to warrant promotion.

b. Salaries of all employees on the weekly salary payroll are reviewed twice a year, in December and June, and approved increases become effective the first Monday in January and July. All other salaries are reviewed once a year, in

(Continued on page 21)

On the Cover



Asphalt tank cars are switched from the main line of the New Haven Railroad onto our private tracks at the Norwood Roofing Plant. It takes a great many of these big eight-wheeled tanks to feed the Bird plants. Responsible for providing a steady stream of supplies, asphalt among many others,

is our hard-working Purchasing Department at East Walpole.

BIRD NEPONSET REVIEW

Vol. 39 No. 4

April 1951



Published for the employees of Bird & Son, inc. to promote good service, good business, good will

Editorial Office at East Walpole, Mass.

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BENJAMIN D. ROGERS

CREIGHTON HILL

MARY MCCARTHY



What It Takes

WANT to go into business for yourself?

You can do that in this country. To open your hotdog stand or your grocery store you need only three things — cash, good judgment and hard work.

Cash you can get from your own savings, from the savings of friends who are willing to risk their money in your venture, or by a loan from the bank. With the cash you buy the land, build the stand or rent the store, install the equipment and there you are — in business!

From there on it's good judgment and hard work that counts. It's your business and you'll get out of it what you put into it in thought, time and effort. If you are successful

you'll make money. Perhaps you'll make a lot of money and decide to build a larger hotdog stand, add another counter and hire someone to help you. You plough back some of your profits and perhaps borrow some more from the bank. You are creating more business and more jobs.

Bird & Son operates just the same way. From its very small beginnings in 1795 it has grown to its present size because its management, through several generations, has ploughed back the earnings to make more business, sell more goods and make more jobs. The past six years are an example of this. See what the net profits were after payment of the usual dividend to the stockholders who have invested their money in the business; and see what was spent for plant modernization and improvement:

	<i>Net Profits After Dividends</i>	<i>Plant Improvement</i>
1945	\$ 188,900.06	\$ 1,180,176.07
1946	378,999.11	1,437,344.34
1947	1,847,189.97	1,949,771.57
1948	1,959,155.28	1,868,358.73
1949	900,144.11	4,022,043.91
1950	493,482.52	1,396,632.00
	\$5,767,871.05	\$11,854,326.62

In the past six years we have spent for plant improvement a sum equal to *all* our profits after dividends from 1945 to 1950, plus an additional \$6,000,000 which was taken from earnings set aside in previous years. More than \$11,000,000 has thus been "ploughed back" into the business, into machinery and buildings such as the new power plants at East Walpole and Phillipsdale, the Felt Mill at Shreveport and the new roofing machines at Norwood and Chicago.

This has resulted in steady jobs for more and more people. We have 409 more people on the payroll than we had six years ago:

<i>Year</i>	<i>Total Employees</i>
1945	2684
1950	3093

Over the past 156 years these wise practices have made our jobs secure today:

The constant reinvesting of profits in the business.

The intelligent leadership of those who have managed the business.

The hard work of thousands of Bird employees down through the generations.

The ball is in **OUR** hands now. **WE** are building Bird & Son's present and future by the way we do our jobs day by day. Anything less than our best efforts endangers the security of our company and our own individual jobs.

\$20 Million Shopping List

THEY buy everything from new machinery and raw materials to space in national magazines so four million people can read ads about Bird products. They'll get you a paper of pins, flowers for a funeral or ten tank cars of oil. They will, that is, if you work for Bird & Son and have the authority to order such things.

They are the Purchasing Department. Buying for Bird & Son, they combine the qualities of the professional shopper, Yankee trader and careful provider. Purchasing buys all raw materials and manufactured goods which go into the operation of the company's roofing, flooring and paper products industry. To keep the wheels turning, it's their job to get the right goods to the right spot at the right time.

There are only eleven people in the main Purchasing Department in East Walpole, three of whom are also concerned with Traffic. There are two more in the outside plants—H. W. Altman, Purchasing Agent for Chicago,

and O. N. Sherburne, who is buyer for Shreveport. But these few people handle a tremendous volume of business. A hundred requisitions a day is only normal for the Purchasing Department in East Walpole.

Hanna, Hawkins, Taylor and Andrews

Not everybody in Purchasing handles all the things our industry has to buy. The buying is divided among four men. Howard S. Hanna, Purchasing Agent, is head of all company buying and oversees the Traffic Department as well. It is he who handles the purchase of rags, pulp, fuel, asphalts and oils. All purchasing done under contract is also Mr. Hanna's direct concern. Michael J. Hawkins, Assistant Purchasing Agent and Traffic Manager, buys chemicals, colors and pigments and print papers. John T. Andrews is the waste paper and cleat stock purchaser. Buyer of all other materials which do not come under these classifications is Benjamin R. Taylor. Both of

these last two men carry the title of Assistant to the Purchasing Agent.

Machines, Mill and Office Supplies

If the company needs it and if it is made anywhere else, Ben Taylor will get it for you. However, Mr. Taylor insists on knowing everything possible about the article being ordered before he sends in his purchase order. No keeper of stores can get away with a requisition for a steel pulley—even if he makes out the required three copies—and expect to get his order filled without a call from Mr. Taylor. Ben wants to know what kind of steel pulley is wanted. If it's a "split pressed steel pulley", he has to know diameter, width of the belt it is to be used on, whether it is to be crowned, its bore size, keyway and number of set screws. He's funny like that. He doesn't want you to get stuck with a St. Bernard dog, so to speak, if you really wanted a dachshund.

There's quite a rigamarole which the



PURCHASING DEPARTMENT. From the left, standing: Claire Barry, Yvonne Eckhardt, Evelyn Demers, Mary Healy, John Andrews, Marianne Masino, Michael Hawkins, Ruth Perkins, Mary Molla and Benjamin Taylor. Seated, Howard Hanna, Purchasing Agent.

four copies of the purchase order go through. Two go to the supplier (one to be returned later to Purchasing). One copy of the order goes to Receiving, and one is kept in Purchasing's file. If you can keep all these straight in your head you must work for Purchasing!

At all events, all copies of the order serve to keep track of the item and speed its delivery on time and in good condition to the person who originally ordered it. Oh, yes, Accounting gets into the picture too. This department, intimately concerned with company finance, must assign the proper charge to all purchases.

Price is only one matter for a purchasing agent to consider, says Mr. Taylor. Like every other shopper, company buyers are looking for quality material. A third consideration, which doesn't enter into private buying so much, is the service of the supplier. Industrial purchases may be held up by transportation difficulties or shortages of supply. Purchasing agents, therefore, look for suppliers who will give them good service at all times. This service rather than price alone, Mr. Taylor emphasized, often decides which suppliers get our business.

Romance of Raw Materials

Raw materials are ordered by Mr. Hawkins in much the same manner as Mr. Taylor orders mill and office supplies and machinery—that is, by requisition. They are received from the supplier quite differently, however, from the way Mr. Taylor's manufactured goods come in. Central Receiving under Harry S. Godkin checks in all new machinery and all supplies. Raw materials are apt to come on freight cars directly to the plant where they are to be used. If Mike Hawkins has ordered a tank car of tall oil for Floor Covering, this raw material will be piped off directly at the Flooring Plant.

It's doubtful if Mr. Hawkins thinks of his job as being full of romance and glamor. But the materials which he buys may come, like chinawood oil for Flooring, from half-way 'round the world. This oil is from the nut of the tung tree, originally grown in China, but now also raised in South America and the United States. Then there's tall oil, which though produced in America, has an unusual history. This oil was originally only a waste product in the manufacture of kraft paper. Then

somebody discovered it was useful in the manufacture of paint. Now the Flooring Plant when it is going full tilt may use 12,000 pounds of it a week.

Mr. Hawkins has purchased through two world wars and knows what shortages mean. Right now titanium dioxide is on the critical list. This is a white pigment of very fine quality which Bird & Son is fond of putting on its felt base rugs and linoleum. Uncle Sam is also fond of painting his battleships with it. In the present situation, the battleships get the titanium dioxide.

Galvanized wire for shingle tying and galvanized roofing nails—which are classified as "raw materials" in Mr. Hawkins' list—are another source of worry to Purchasing. Anything in the metal line, he added, is tight, very tight.



WASTE PAPER BALE unloaded from truck with giant tongs to feed the beaters at the East Walpole Paper Mill.

Everyone in Purchasing is especially proud of one of the raw materials which Mr. Hawkins buys for the company. They cherish it for its name alone. It is trichlorophenoxyacetic acid!

Waste Paper

Seldom if ever do you hear these days up and down our small-town streets the once-familiar cry, "Rags, rags," of the old-time junkie. Some will remember how he used to clang his bell as he rode along hunched in his wagon behind a sad-looking horse. All the neighbors along the way would hear him and go down cellar for their old rags and newspapers and sell them to the junkie for a few cents. This waste material was then sold to a bigger dealer, who sorted it and in turn sold it to industries. Bird & Son was one of the big buyers of waste paper.

They still are. Only the collection methods—and the price—have changed through the years.

In Massachusetts the great junk dealers' center is Second Street in Chelsea. It is largely from here that the big paper trucks come which rumble endlessly into East Walpole. The purchase of waste paper which the beaters grind up and the paper machines remake into industrial papers is handled by John T. Andrews. Mr. Andrews gets phone calls twice a week from the mill, telling him how many tons are needed. Then he orders by the truckload from the various paper dealers. With 2000 tons of waste paper going into the mill each week, John Andrews has to see that a good many ten-to-fifteen-ton trucks weigh in at the mill scales every seven days.

Ups and Downs

Fluctuations in the supply and demand of waste paper are so great that the price consequently goes up and down, both widely and fast. Any buyer of this commodity has to be on his toes every minute to keep in the competitive swim. John Andrews says this kind of swimming is very stimulating, to say the least.

Besides day-to-day changes, he says prices change markedly over a period of time. The cost of mixed paper jumped from \$19 a ton in August, 1950, to \$35.50 in January of this year. That is quite an up, but the price can toboggan even faster, he says. Now as during World War II, waste paper is in great demand, and the price consequently has soared. Charities have learned that one excellent way to raise money is to have waste paper drives.

Anyone on the outside, who watches the loaded paper trucks closely, can tell without knowing price quotations how the market is running. The men in Purchasing say that when the trucks are piled to capacity you'll know the price is dropping. But when there is space on the tailgate for another bale or two, the price is on the up.

Wood Buying

Cleat stock is another concern of Mr. Andrews'. Bird & Son uses a considerable amount of lumber for the wooden frames which reinforce our heavy solid fibre cases. Mr. Andrews has to know his source, the price and market conditions on this material,

(Continued on page 4)

too. We get wood from three or four suppliers in Canada, mostly in the Province of Quebec, where there is a good supply of spruce.

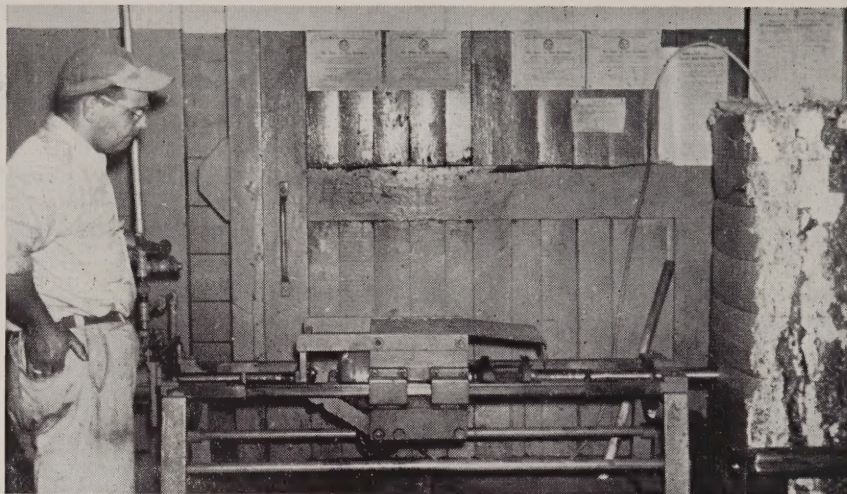
Seemingly remote events like the burning of the lumber town of Rimouski, Quebec, in 1950, affected us directly. One of our suppliers was located there. Other events, like the Canadian rail strike last fall, also keep our Purchasing Department on the go to see that the supply of raw materials comes in regularly and efficiently.

The Rag Market

Besides keeping his finger on the pulse of all Bird & Son buying, Howard Hanna is the expert on rags. Most paper manufacturers use rags. Our industry is no exception. Naturally we do not use as many as a manufacturer of fine writing and printing papers. But we do normally use about 500 tons of rags a week. It would take several family rag bags to fill that requirement.

Mr. Hanna buys most of his rags from the domestic market. There are times, however, when it seems desirable to purchase foreign rags, most of which come from northern Italy. The best European rags, he says, come from Belgium and Holland, but the price of these is higher and our products do not require such a fine quality. With 800 different grades of rags, we are particular about having the quality we need. Hence Mr. Hanna's idea for making the bale sampler so we can tell if we are getting the same quality on the inside of the bale as on the outside.

The rag market is similar to the



BALE SAMPLER. Checker Jack Ferreira makes a sampling of a bale of rags at Phillipsdale. This machine bores into the center of a bale like an apple corer and draws out a sampling of the material. With this device it is now possible to tell not only the quality of the material on the outside but also whether this same quality is on the inside as well. The application of the machine to sampling of rags was conceived by Purchasing Agent Hanna. The bale sampler is made by the local Norwood Machine Co. and is in use at Shreveport as well as at the Rhode Island plant. One is coming for use at East Walpole.

waste paper market already described. Everybody wants rags, it would seem, when you are trying to buy them in regular quantity. All machines use an enormous quantity of rags for wiping purposes. When the government decides to put any large quantity of war machines into operation, the market gets really tight. You can see why when you know that every battleship requires a carload of wiping rags.

Board of Experts

Purchasing has to keep a number of things in mind. Getting in needed raw

materials, buying machinery and equipment and fuel, and buying office and mill supplies involve more than just sitting at the telephone and phoning the supplier. If the purchase is costly, we must get bids. Then there is the ever-present problem of availability. When there is a coal strike, there's no coal. When there is a shortage of tank cars, it is hard to get in oil and asphalt. Under a war economy, all kinds of materials become critical and civilian consumers can buy only a small percentage of their ordinary requirements. Purchasing men have to know market conditions, trade trends, and international as well as national political situations. Politics inevitably affect the movement of goods and supplies. Sounds as if we had to have a quartet of geniuses for purchasing agents! They would be the first to deny the genius tag, but we can certainly call them a board of experts.

Valuable Contacts

Mr. Hawkins and Mr. Taylor both commented on the value of contacts through the salesmen who call, several every day. From these men they learn of new inventions and improvements in machinery, of new chemicals which may be of value in our production processes. Mr. Hawkins cited an example of how a World War II shortage was licked by one of his sales contacts. Crysilic acid was hard to get. Mr. Hawkins asked a Shell Oil representative why his company didn't make

ALL THE WAY FROM SOUTH AMERICA comes the oiticica oil contained in these drums stored at the Flooring Plant. This Brazilian oil is a vegetable product used in the same way as the scarcer soybean oil as part of the formula for our floor covering paint.



a substitute from petroleum. Not long afterwards the Shell man came back and said his company had done just that. Bird & Son bought a good supply of this substitute and thereby knocked one shortage off its wartime list.

It's a Great Business

These four purchasing men do not (and could not, we are sure) operate without the assistance of the fairer sex. Ruth Perkins is Secretary to Mr. Hanna. The saying is that a good secretary knows as much about the business as her boss. We won't argue the point, but we know Mrs. Perkins is a good secretary. Mr. Taylor's "right hand man" is Mary Molla, whose title is Order Clerk. Claire Barry handles the paper work on the waste trucks when they come in, makes out ship orders and can fill in on any job in the department. Evelyn Demers handles rags and paper invoices for East Walpole and Phillipsdale, while orders for manufactured material (Mr. Taylor's department) are handled by Marianne Masino. Shreveport and Chicago invoices which go through East Walpole are part of Yvonne Eckhardt's job, which also includes work in Traffic. Checking prices, sorting mail and other clerical duties are Mary Healy's job. The girls like working in the Purchasing Department and enjoy their contacts with the outside business world. And one thing they will all tell you, both men and women — it surely isn't monotonous.

Growing Your Own Pays Off — Seventeen to One

Reprinted from *Better Homes & Gardens* magazine.

IN times like these, growing your own vegetables can save a surprising amount of money, according to an article in the March issue of *Better Homes & Gardens* magazine. This study shows that \$5.25 invested in seeds, insecticide, and plant food this spring will pay you back \$91.02. That's better than seventeen to one on your investment. Also, this figure is based on retail prices of July, 1950, and now would be somewhat higher.

The \$5.25 cost figure assumes you have the basic tools—garden hoe, spading fork, rake and trowel. Also, that you spade the plot yourself, and that you grow all plants from seed.

But you'll still realize better than four to one dividends—\$91.02 for \$19.15—if you buy the tools, pay for the plowing, and raise your tomatoes, onions, peppers, eggplant, early cabbage, and head lettuce from plants or sets.

Fifteen Varieties

The article plots a garden that will grow fifteen kinds of vegetables. Besides those mentioned above, there are cucumbers, sweet corn, radishes, snap beans, endive, carrots, beets, peas, and

chinese cabbage. All the favorites are here, insuring you of a variety that will kindle appetites and health.

Here are examples that will show just how much money is saved by growing your own. Take snap beans. According to the article, thirty cents worth of seed will produce forty-five pounds of beans. In June, 1950, snap beans sold for twenty cents a pound. Here your small initial investment has grown to \$9. How about cucumbers? Ten cents worth of seed will give you 100 of them. Today cucumbers are edging up toward a price of 10 cents each in the stores!

Conditions of Success

There are definite success conditions, however. Vegetables need sun, and can't cope with the tree roots for food and water. The soil must be good, and watering means a better crop. You'll need to keep weeds and pests to a minimum.

From twenty-five to thirty hours of work in your garden during the summer months should do the job. Figure about eight hours to do the planting, and one hour each week thereafter to care for the vegetables.

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IT'S CHEAPER TO GROW YOUR OWN. These represent \$91.02 worth of vegetables at last summer's prices. Our magazine article says they can be grown in a 20x25-foot home garden for \$5.25—plus a little sunshine and back-bending. From the upper left, they are: green snap beans, corn, onions, peas, endive, cucumbers, eggplant, peppers, beets, cabbage, Chinese cabbage, carrots, lettuce, tomatoes and radishes.

Phelan Named Industrial Engineer



JOHN J. PHELAN gives a quizzical look at the photographer who snaps him on his first day at the new job of Junior Industrial Engineer. The tools of his trade spread out on the desk are hardly new to him, for slide rules, stop watches and clipboards are also used in the water treatment job.

NEWEST member of Industrial Engineering, one of the newest departments at Bird & Son, is John J. Phelan. Previous to his appointment as Junior Industrial Engineer, John Phelan had been Water Treatment Operator in the East Walpole Boiler Room. His new job is the direct outgrowth of his night school studies the past four years. He received his associate degree in industrial engineering last June at Lincoln Technical School, where his work included courses in job evaluation, time study, production planning and control, and motion study. He is continuing work towards his B.B.A. degree in engineering and management at Northeastern University School of Business.

John Phelan was born in Govan, a section of Glasgow, Scotland, in 1920. He came to America and East Walpole to the home of an aunt at the age of six in the company of his widowed mother. Here he grew up, went to the Bird School and Walpole High, graduating in 1938. In high school he played shortstop on the school team. It was still the depression when John got through school and he did not get his first steady job until 1940. He started in '39, but was laid off, and began his continuous service at Bird & Son in the spring of 1940. He was in the Linoleum Department at Floor

Covering first and in June was transferred to the Boiler Room after working for a short time on the Beaters and elsewhere in the Paper Mill. He became a Fireman, Second Class, in 1942.

In 1943, John Phelan entered the Navy, and served with the Seabees in the 4th Naval Construction Battalion. This outfit took him to Pearl Harbor, the Marshalls, Guam (for eleven months), Okinawa, and finally home. On December 7, 1945, he received his discharge and the day after Christmas, he was back to work in the East Walpole Boiler Room.

While he has been going to night school, John has run into complications with shift work. His latest schedule called for three nights a week at school. He says the men with whom he worked were very nice about swapping with him when he was supposed to be both working and going to night classes at the same time.

Before joining the Industrial Engineering Department, John Phelan had served as a member of the bargaining board for the Main Mill, Local 1330, and had just been re-elected for a third term.

John Phelan and his wife and two children, Patricia Ann, eight, and John Joseph, Jr., four, live in East Walpole. Although he has little time for outside interests, he is a member of the Walpole Post, VFW, and Walpole Chapter, Knights of Columbus. He still likes baseball very much and finds time during the season to watch games now and then on his TV set.

Review WASTE Story Stirs Fire Inspector

This unsolicited article was contributed by a former insurance inspector who has inspected our plants many times in the past, a man who was a loss investigator and adjuster for many years. He knows, for he speaks from experience.

IN the February issue of Bird Neponset Review you read what waste means in direct loss to the company in dollars and cents. The figures are tangible evidence of losses caused by waste. But the losses caused in this manner do not necessarily stop in the piles of scrap represented by the visible evidence in the pictures.

Such waste can extend far, far beyond the scrap pile, for it may be the kindling in which a fire may start that

could destroy your plant. Scrap represented by such wastage can be the means whereby a great business, built up carefully over the years through the painstaking efforts of loyal workers who find security as they work, is suddenly destroyed by fire. The fruit of years of labor is turned to smoke and ashes.

The records of insurance companies are replete with records of losses totaling millions and millions of dollars, caused by fires which started in piles of scrap, waste which should not have occurred, stock which should have gone into the product rather than into scrap piles such as the waste pictured.

You may argue that "the insurance company will pay the loss." That is true, they do. But they cannot give you jobs while the factory is being rebuilt, nor can they fill the orders of customers who turn to your competitors to obtain the goods you cannot supply.

You know how many are working with you. How many do you think could get jobs within reach of their homes if you suffered a shutdown tonight as the result of a fire? Stop waste. Stop making kindling that can burn you out of a job.

When you fit a hook and eye on a screen door, do you put the eye in the frame and the hook on the door?

That's not the best way, according to *Better Homes & Gardens* magazine. The hook rattles every time the door is closed. It wears a half-moon mark on the door. When the door is slammed, it may flip over and lock you out.

The solution: simply reverse hook and eye.



LEONARD E. CURRAN, a hospitalman 1st class stationed at the Navy Base at Newport, was snapped with his young family this last Christmas.

Fight Cancer Campaign

BOSTON.—The 1951 campaign for cancer research and education, conducted every April by the American Cancer Society (Massachusetts Division), will seek \$530,166 in this state, according to an announcement by Walter A. Brown, chairman.

In connection with this money-raising effort, it is emphasized that the cancer drive accomplishes a double purpose. Not only will the army of volunteers seek funds to advance research and further educational work, they will themselves be conducting an educational campaign in their house-to-house calls.

In particular, workers and the literature they carry into the homes will emphasize that cancer in its early stages often is curable. There are seven danger signals everyone should watch for as possible cancer symptoms:

1. Any sore that does not heal.
2. A lump or thickening in the breast or elsewhere.
3. Unusual bleeding or discharge.
4. Any change in a wart or mole.
5. Persistent indigestion or difficulty in swallowing.
6. Persistent hoarseness or cough.
7. Any change in normal bowel habits.

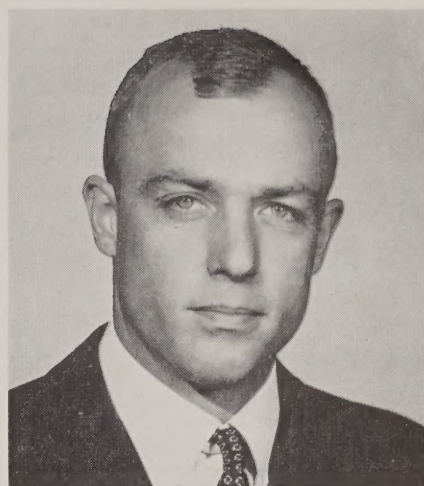
Already, it is pointed out, thousands are being saved because they learn these signals and seek prompt medical attention when one appears. Even more thousands can be saved through such education or through research by generous support of the April Campaign.



WITH THE U. S. ARMY in Germany is Pfc. Gordon S. Hill, standing here outside his barracks. Gordon worked at the Floor Covering Plant in the Undercoat Department before being called into the service last September.



Elwood T. Dickinson



Jerome C. Hunsaker, Jr.

Two Men Added to Bird & Son Directors

STOCKHOLDERS of Bird & Son selected two new members to the company's Board of Directors at their annual meeting on March 27, bringing the directorate to a total of seventeen. The new members are Elwood T. Dickinson and Jerome C. Hunsaker, Jr.

Elwood T. Dickinson is an associate in the firm of Louis J. Hunter Associates, management consultants, of Boston. Mr. Dickinson was born in West Swanzey, New Hampshire, is a graduate of Dartmouth College, 1924, and the Amos Tuck School of Administration and Finance in 1925. He is married, has three children and his home is in Waban.

Mr. Dickinson is already a director of several companies: Thomas G. Plant Corporation, Boston; Thompson, Boland & Lee of Atlanta; Owen's Shoes, Inc., Dallas; The Carter's Ink Company of Canada, Ltd.; New England Box Company, Greenfield; Penn Metal Company, Inc., Boston; and Stocker & Yale, Inc., Marblehead. Louis J. Hunter Associates of which Mr. Dickinson is an officer have been associated with Bird & Son in their capacity of management consultants for some time. Other business responsibilities of the new director include the office of assistant treasurer of the Massachusetts Memorial Hospitals and the same office in the Boston YMCA.

Jerome C. Hunsaker, Jr., is a full partner in Colonial Management Associates, Boston. This company is concerned with investment management, which is explained less technically as a business which "looks after other people's money."

Mr. Hunsaker, a native of Brookline, graduated from Phillips Exeter Academy in 1934, Harvard College in 1938, and the Harvard Graduate School of Business Administration in 1940. During World War II he spent five years in the Navy. He held the rank of lieutenant commander and was stationed in the First Naval District as a cost inspector in the office of supervisory cost inspector. He has been with Colonial Management Associates since 1946. Mr. Hunsaker and his wife and two children live in Weston.

Other business connections of Mr. Hunsaker's include vice presidency of Gas Industries Fund, Inc., vice presidency of Railway & Light Securities Co., and a directorship of Canadian Prospect Ltd.

In Military Service

PICTURES from Bird & Son men in military service are beginning to come in to the Review. Keep them coming, boys. We'll try to print them as fast as they reach us. If you fellows in the service don't have a snapshot of yourself, write anyhow so we can keep track of you. Five more have joined the ranks:

Martin Conroy	Paper Mill
Robert F. Doucette	Flooring
William O. Koehler, Jr.	No. 1 Box Shop
Leon E. Morrison	Norwood Roofing
Grant H. Rawding, Jr.	Paper Mill

Milling Around

MAIN OFFICE AND SALES

JULIA SMITH DOROTHY McEENEY
SABINA COSTELLO JULIA LEWIS
LOUISA GRAHAM WILLIAM GRAZADO
RAYMOND CASE MARY McDONOUGH
 PAT McDONALD

Bill Walker, Roofing Sales, will spot you two depressions and still come out ahead. Fender dents, that is.

We extend a belated welcome to Joe Abely, who has taken over Dick Hazlett's duties in the Mail Room.

Betty and Mary Zinni are the proud possessors of new drivers' licenses and a '49 Ford club coupe.

We welcome Wilda Hignett, new member of the Statistical Department.

The girls of this department took Mary Curran Cotter to a farewell dinner at Vega's on March 15. Mary left work the next day and was presented with flowers and a gift of money from her friends.

Roy Cooper is at home recuperating nicely from a recent operation at Massachusetts Memorial Hospital.

Grethe Storkfelt of the Credit Union received a lovely diamond on Easter Sunday from Walter Reddick of Sharon. Walter works at the Foxboro Company.

Welcome to Ann McComb from Walpole High, who has joined the Billing Department afternoons until school is over.

John Phelan is welcomed as the newest member of the Industrial Engineering Department.

Steve Traudt from the same department is on temporary duty at our Chicago Plant working on job evaluations for new equipment in that plant.



MR. AND MRS. EDWARD V. LEWIS on the steps of St. Mary's Church, East Walpole, following their wedding in October. The bride is the former Marion Seastrand, who works in the Stenographic Department.

Another Industrial Engineer, Chet Newell, attended a conference of the Society for the Advancement of Management in New York on April 19 and 20.

Al Smith has gone into business for himself, on the side, that is. He is advertising gladiolus bulbs for sale, adding that if people don't get their orders in fast enough, he'll plant them in his own garden anyhow.

Walter "Rocky" Rockwood of Shoe Carton Sales at the Main Office is now representing Bird & Son in our St. Louis territory. Rocky left the middle of March and



THIS IS THE LIFE. Retirees Jack Broadley, left, and Victor Purdy talk over old times as Jack calls on Victor at his home in Oakland, California. Mr. Broadley had run up from Los Angeles to visit in San Francisco over the week-end and dropped in on his friend. Both men worked for years in the East Walpole Maintenance Department.

was presented with a leather bag as a going-away gift from his department.

On leave of absence from this St. Louis territory is John C. King, who has been called back into the service. He is now transportation officer with the rank of captain at Scott Field, Illinois.

William Cusumano, Special Papers Sales, is now pinch hitting for Walter Rockwood.

We welcome Irene Sullivan of East Walpole to the Treasury Department. Irene had been working at Lord Electric Co., Boston. She has taken over the duties of Pat Connolly, who is now working in Box Sales.

Some like Fords, others Packards. But you will notice that Walter Hartig definitely likes DeSotos. Good luck with your new '50, Walter.

Mary Kelleher is back, *Mary Kelleher is back*, MARY KELLEHER IS BACK. Good to see you!

Priscilla Jenks Parkinson left the last of

March to take up her household duties full-time.

Palma Bilotta comes in to work in Box Sales after school. She graduates from Norwood High in June.

Viola Giovannucci has transferred to Box Sales from Flooring upstairs.

Dimon Merrill makes us envious with colorful postcards from Florida where he spent a couple of weeks in March. Sunshine, bathing and ball games in abundance.

Marianne Masino, Purchasing, has a new four-door Hudson. Falmouth, Cape Cod, here we come!

Mary McCarthy has a brand new Plymouth convertible.

Claire Barry has just acquired a 1940 Ford and John Andrews a '50 Pontiac.

New licenses (watch out!) to: Claire Barry, Evelyn Demers and Marianne Masino.

Welcome to Jean Beckwith, Billing Comptometer Operator, now of Norfolk, but formerly a New Hampshire gal.

Tom Grady, Freight Accounting, went to put his car away in his rented garage. Strange padlock on garage door. Phone call to absentee landlord brought out information that the place had been sold. Next day, Tom drove back. This time, no padlock, no building either. It had been torn down. And Tom had paid his rent in advance!

The thrill that can come only once — your first brand new car. Mary Moylan can tell you all about it, now that she has turned in the old Chevie for a spanking new one.

Lester Ekman is rapidly improving at home and we hope when we have goodies in the office in the future, Lester can enjoy them too.

Added to the assortment of pets from hens to hamsters owned by Bird & Son employees are two goldfish recently acquired by Allan Jones.

Early vacationers were Ed Grout and family who drove to North Carolina on a two weeks' trip to visit and see spring in the South.

In spite of feeling like a pincushion because of all the shots, Dick Hazlett finds life as a boot in the Navy down at Newport "wonderful so far."

PAPER MILLS

THOMAS FLOOD	PETER GLEBUS
EDWARD GERAGHTY	CHESTER AMBRUSKEVICH
FRANK NYBORN	CAROLYN DELANEY
EDWARD WISNIEWSKI	NINETTE PETRONI
EDWARD POWER	ELNA GOTTBURG

On Monday evening, April 2, at the Elks Club in Norwood, Ed Wisniewski was installed as Exalted Ruler of Norwood Lodge No. 1124, BPOE. Ed has gone through all



FOUR-MONTHS-OLD JACKIE CAMPISANO is ready to take on all comers. His proud daddy is Charles Campisano of No. 1 Box Shop.

the chairs of his lodge of Elks to attain this top position.

Jack Broadley, retired, writes from Los Angeles that all the snow he has seen this winter was on Mt. Wilson 15 miles away. He says Victor Purdy, whom he visited, is well. Jack expects to show up in East Walpole again in June.

Earl Fuller, formerly Chemist at the Main Mill Laboratory, has accepted a position as Chief Chemist of the New London division of the Robert Gair Company.

Hermon Barker and William Stillman attended the TAPPI convention at the Hotel Commodore in New York, February 19-22.

Ed Costello and Karl Larson are plugging away at their evening courses at Northeastern.

Heinie Nordstrom reports that his Army son, LeRoy, now stationed in France, has done a lot of drawings of buildings for his superior officers and now has charge of the major's office and the telephone exchange. Roy was promoted to corporal on January 1.

We welcome Charles Rafuse, formerly Night Foreman, who was recently appointed Foreman of Flower Pot Set-Up in the Finishing Mill. Larry Doane, who had this position, is now Night Foreman.

We are glad to hear that Larry O'Rourke's wife is well on the road to recovery.

Congratulations to Clemens Kaseter, who completes thirty-five years of service with the firm.

During April, the following will have reached their five-year mark: Evelyn Baldof, Charles Sabonis, Clair Timpany and Larry O'Rourke.

Farmers in the Main Mill Laboratory getting ready for spring planting are Joe Coburn, Frank Nyborn and Bill Stillman.

Al Hermanson is sporting a newly acquired Nash sedan.

We are sorry to see Robert Mattson leave the Stock Transfer Department. He has gone to work on the Paper Machines.

Harrison Holton and Charles Bailey have



MARTIN J. SAULEN, with his wife and lovely baby daughter, Antoinette. "Minty" is employed at No. 2 Box Shop.

taken up boxing as a hobby. Trainer is Edward Shaughnessy.

John Kalis is in the market for a used car. Anyone knowing of one for sale may contact him at the Stock Transfer Department or his home.

John Carroll is welcomed to his new job in Stock Transfer.

Edna McCallum dropped in to see us the other day. Says she still likes living in Maine.

NO. 1 BOX SHOP

JOHN P. WALSH LORRAINE REARDON
RAMONA CHICOINE EDWARD PADUCK
CATHERINE BELLEW KENNETH HOUGHTON

Congratulations to Frank and Jeannette Hemmer on the birth of a son, March 6. Jeannette is the former Jeannette Morrison who used to work here.

Edward (Red) Paduck has been elected Commander of the Norwood Post VFW. Good luck to him.

Boy, oh boy! Did you see the sharp red car John Hazlett is driving these days?

We extend our sympathy to the Benkavitch family on the loss of their father.

We enjoyed a visit from Francis Burns, formerly of Corrugated, who is now in the Marines. He is looking fine and is now back at Camp LeJeune, North Carolina.

Betty Fraser is welcomed back to work after a long illness.

"Duke" McDonagh is welcomed back after his recent illness.

The Shipping Department welcomes the following: John Rukstalis, Bernard McCahill, Edgar Durborow, Clarence Duncan, Bernard Sanborn and Kenneth Leavitt, who makes the third Ken in the department. The other two are Kens Towle and Houghton.

We greet Mary Gnecco in the Shipping Department Office. Mary is replacing Barbara Green. Best wishes to Barbara.



"A FELLER DOESN'T HAVE MUCH PRIVACY these days," murmurs 3½-months-old John Marzuolo, II, grandson of Tony Marzuolo of Norwood's No. 1 Roofing Machine.

NO. 2 BOX SHOP

BARBARA COYNE JOHN MCGRATH
A. D. SMITH BERTA WHITE

Joe Foley of Shipping was presented with a silver bracelet by his associates at Roll-Land at a gathering at Vega's on February 26. Joe expects to go into the Army soon and has been a skating instructor at Roll-Land for some time.

Dan Devine is taking an engine mechanic course at Roberts Technical Trade School in Boston.

Arthur Kennedy has just completed ten years with Bird & Son.

Patsy Solbo has a new maroon '51 Cadillac.

As we go to press Charles Ricker is having his tonsils out at a hospital in Brockton.

Stuart Farris is a new television fan. His is a Philco.

Bob Patterson reported lots of snow and cold weather on his trip to Missouri.

Spencer Peckham is recovering at home following a recent tonsillectomy at the Norwood Hospital.

Our sympathy is extended to Mrs. Reza Cote on the sudden death of her husband, one of our fellow workers.

ROOFING MILL AND OFFICE

ARTHUR MCKENNA ROGER PERCY
LEONARD WEAVER JOHN FOLAN
LOUIS SILVESTRI VICTOR NARCISO
JOSEPH NEVINS JAMES MURRAY
JOHN HUTCHINS WILLIAM STEWART

Ernest Zinkowsky has a new two-tone gray Rocket 88 — Oldsmobile, that is.

The men at the Granule Plant wish Louis Cataldo the best of luck on his new job. Louis has accepted a job as fireman at the Foxboro State Hospital.

Dave Fleming and Bill Wright have been in Chicago recently checking on insulating equipment with machinery manufacturers in that area.



CUTTING THEIR WEDDING CAKE are Ralph Williams and his bride, the former Catherine Gullich of Main Office Payroll. Ralph, who worked at Roofing Shipping, and Kay are living in Tampa near the Air Force base where he is stationed.

Carroll Homan has also been in Chicago, helping out in the Bird & Son plant laboratory.

Nelson Bartlett decided that the old Chev had taken trips enough to Moosehead Lake and has replaced it with a brand new one that has real class.

Dan Costello was in the Norwood Hospital with pneumonia last month, but is better now.

The Roofing Laboratory had its face (or feet) lifted to the extent of having new linoleum laid on its floor. What kind of linoleum? Not Ar-----ng, but BIRD Linoleum.

Glad to report that Roger Percy is on the mend.

Elvir Kallstrom has just moved into his brand new house in East Walpole.

John Lippolis was home on leave recently. His ship is the carrier "U.S.S. Leyte," with an address c/o the Fleet Postmaster out of San Francisco.

We hope that David Ross, who has had quite a siege, will be able to be back to work soon.

FLOORING MILL AND OFFICE

RICHARD ELLIS	DOROTHY HAWES
JAMES CONNOLLY	JOHN GROVER
CHARLES COBB	FRANK KARSHIS
ROBERT TAYLOR	STEPHEN WOSNIAK
WILLIAM CHERRY	LEO PADDUCK
S. F. CAVANAUGH	

Robert Doucette of the Lab received his greetings and is heading for the military service. He was given a going-away present by his fellow employees.

Helen Lipinsky has been convalescing after an illness, two weeks of which were at the Norwood Hospital. She's looking very chipper now.

Florence Murray spent a skiing week-end at Stowe, Vermont. She reported good snow conditions, but we haven't as yet seen her ribbons for winning races.

A desperate search for an apartment is being conducted by Stanley Hayward. This is the only obstacle in his path to the altar.

Robert Grover from the Lab has been stationed in Camp Cook, California, for infantry basic training. His outfit is Co. I, 224th Inf. Regt., 40th Division.

Helen DeSavage is enjoying her work more each day. She is the new bundle of personality at the Finishing Department Office.

Felix Counter is back on the job, looking very fit after a recent operation.

Rita Connolly forsook our wonderful New England climate for a three-week trip to Jamaica, West Indies, to visit friends.

Paul Galano took time out from his military duties and paid the Finishing Department a surprise visit. Paul is in the 101st Air Base Group at Dow Field, Bangor,



THE FOUR SHIMSKY SISTERS, and all four are Bird girls. They are Jane, Mildred, Helen and Irene, who was married recently, snapped in Washington while on a vacation trip last fall which took them among other places to Churchill Downs Race Track in Louisville, Kentucky. Their brother Frank also works for Bird & Son. A second brother, Andrew, is in the service.

Maine, and we'd say Army life really agrees with him.

Be prepared to see Ted Williams this summer visiting a leading Walpole night spot in company with Ray Collier. Ray has purchased season tickets in left field only a few seats away from Ted where he can just lean over and invite Ted out to a lobster dinner any time.

Patricia Haste proved that she is by far the best woman bowler in Flooring. At a recent bowling party at the East Walpole Bowladrome, Pat easily captured all the prizes for high scoring.

We welcome to the Print Machines Albert Brown and Roger Drew. Hope your stay will be pleasant.

Harvey Hayward has been out on the sick list, but we hope he will soon be on the mend.

Jesse Walker reports a week-end trip to Seabrook, New Hampshire, to attend a wedding. The occasion was as delightful as the weather was miserable.

Victor Garneau has left the Paint Room for the Shipping Department where he will have a chance to flex his many muscles.

Johnny Phillips almost had an accident when he slipped on some oil or paint in close quarters near moving machinery. Nothing serious happened, but where there is oil or paint, there is danger.

John Delaney is taking the first vacation in the department for the year. He's going to Washington.

On April 15, Louis Rota was taking the fatal step. Congratulations and best wishes, Louie.

The Paint Room is proud to have Joe Stepanovitch in their department. He comes from the Print Machines.

Peter Craven, our enterprising Tractor Driver, has recently taken on a side interest of collecting junk for re-sale. Several of his good friends in the mill have been saving all their old metal for him.

We welcome Tony Lukaciewicz to the Maintenance Department as our Welder.

Dan MacAleese has rejoined us after a short period with the Navy.

Warren Browne won't have to walk any more from Sharon when his driver forgets him, as he has bought himself a car and received his driver's license.

The gang from Maintenance recently enjoyed a feed and "social" evening at Franklin.

Navy Man Writes Letter to Pals at Flooring Dept.

March 19

Hi Boys,

Well now that I'm finally settled I thought it would be nice to write you "birds" a letter. We just got back from North Carolina . . . I've enclosed a picture of the ship I'm on, as I know you boys wouldn't want one of me. It's nothing more than a rowboat, but with me on it, the Navy knows its importance.

I sort of figured that I would get a lot of sleep on my new venture but I want you to know that I have been sadly mistaken . . . I want you fellows to know that when you join the Navy you automatically trade your blues and whites in for a couple pairs of overalls, as that's all you do on this ship is work. Tell the Union I was asking for them and I myself am trying to form one too!

I got a big pay the other day and went on to town with the boys . . . Talk about giving haircuts, I sat in that barber seat and yelled and yelled till (the barber) knew what I meant. It seems as if he couldn't understand my accent.

Your Pal,

Joe Trudeau

Joe Trudeau 900 36 51
USS LSMR 514
Little Creek, Va.

Now Is the Time

Are you in earnest? Seize this very minute; What you can do, or dream you can, begin it;

Boldness has genius, power and magic in it. Only engage, and then the mind grows heated;

Begin, and then the work will be completed.

—Goethe

Office Mixed Bowling

By BERNIECE POTTER

FINAL match of the Mixed League was held April 5 at the East Walpole Bowladrome. This was followed by a party to mark the end of the season at Bishop's in Wrentham. Team standings were:

Team	Captain	Points
6	Walter Rockwood	24
1	Chet Porter	20
4	Howard Whitney	18
5	Warren Anderson	16
7	Jack Rambeau	12
3	Joe Erker	12
2	John Murphy	11
8	Ambrose Fitzpatrick	7

Prizes were awarded to both top and bottom teams, top for good bowling and bottom for good sportsmanship.

The high single prizes for the evening went to Anne Lindsay, 99, for girls and Warren Anderson, 115, for men. High three-string total: Mary Bannon, 259, and Joe Erker, 285.

Picture Booklet Tells Realistic Safety Story

A little booklet that makes you say to yourself, "This looks familiar," has just been distributed throughout the Bird & Son plants.

If by chance you haven't looked at it yet, pick up a copy and see what you think of it.

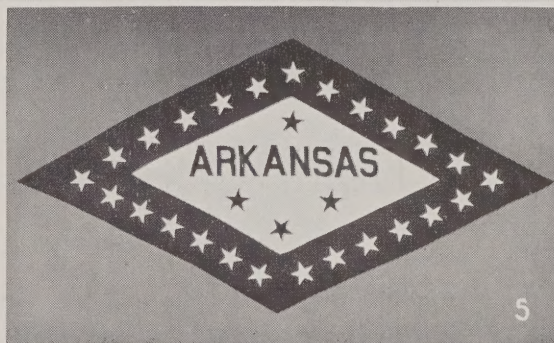
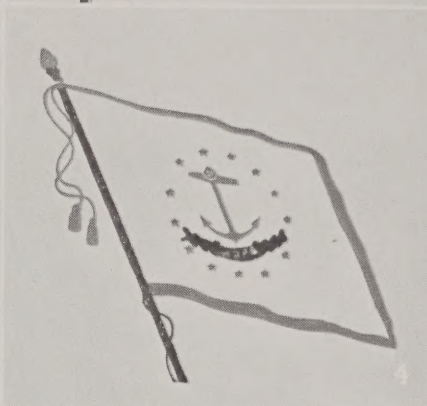
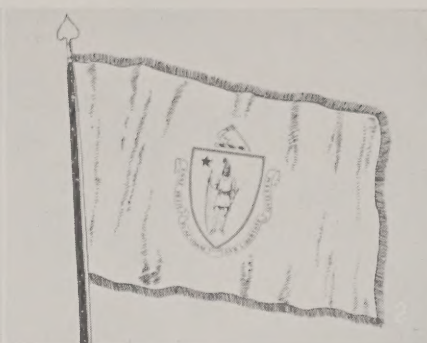
The National Safety Council thinks it's a pretty good job. They got it out. And it's a *safe* guess they know what they're talking about!

Reza L. Cote

REZA L. COTE died suddenly of a heart attack the afternoon of March 30 while at work. He was employed as an International Folder Finisher at No. 2 Box Shop. Mr. Cote had been with Bird & Son since August 12, 1946, where he had always worked in the same department.

He was born in Amesbury in 1902. For several years before coming to Bird & Son he had charge of a bowling and billiard room in Norwood. He is survived by his wife, Astride, of Norwood, and a brother, Emile of Sanford, Maine. Funeral services were held in Sanford. Interment was at Highland Cemetery in Norwood. Six of his fellow workers from the shop served as pallbearers.

KNOW YOUR STATE FLAG



FLAGS OF THE STATES in which our major plants are located. If you are not a resident of Arkansas—a dead give-away here—can you identify not only your own state but three others as well? Hint on No. 1 is the large white bird on the flag. No. 2 carries a motto in Latin, popular with our early settlers. The people of No. 3 have the grave of a great president at their state capital. No. 4's gold anchor on the flag is appropriate to a state possessing a great Navy base. Its motto is HOPE, which its first settlers found as they fled persecution from the north. (Answers, Page 21)

(All photos, courtesy of the state which they represent.)

Acknowledgments

Mr. Joseph A. Sheehan and family acknowledge with grateful appreciation your kind expression of sympathy.

To thank you for your kindness and sympathy at a time when it was deeply appreciated.

Mrs. Coleman Howe and Family

Your kind expressions of sympathy during our recent bereavement were deeply appreciated.

The Bennett Family

This is to acknowledge with sincere thanks the kind expression of your sympathy.

The Benkavitch Family

The family of the late Mrs. Thomas Rich acknowledges with grateful appreciation your kind expression of sympathy.

(Phillipsdale)



CHICAGO QUARTER CENTURY CLUB BANQUET was held the evening of March 14 at the Nantucket Restaurant. Seated at the head table, from the left, are: W. R. Wright, Jr., Harry Prinzler, Mrs. Prinzler, E. L. Chamberlain, W. W. Wilson, Frieda Leonhardt, Marshall Meyer, Mrs. Meyer and Rogers Weed, Jr. Author of the story, Miss Lyndon, is looking over her right shoulder, in front of Mr. Wilson.

Chicago Holds Quarter Century Club Banquet

By DELLA LYNDON

THE Quarter Century Club held its annual dinner on March 14 at the Nantucket Restaurant with W. W. "Bill" Wilson acting as master of ceremonies. Following a delicious dinner, Mr. Wilson welcomed the guests who were assembled to pay homage to the employees of the company who had retired from active service during 1950, as well as to congratulate the 1950 members of the Quarter Century Club.

We were happy to have with us on this occasion E. L. Chamberlain, our Vice President. He recounted for us a few of the highlights of the Quarter Century dinner held in Boston in February, with an attendance of over 400, and envisioned Chicago's someday having a similar number in the Chicago Quarter Century Club. He shared with us also plans for an increased felt supply from our Shreveport plant which will permit us to run a full 24 hours a day, and also brought messages from

Mr. Bird, Mr. Anderson and Mr. Roberts.

And then Mr. Wilson in introducing Harry Prinzler recalled some of Harry's stories which gave us a glimpse into the mode of travel 37 years ago when Harry joined the company and was assigned to the Indianapolis territory, which he travelled without interruption up until the time of his retirement on June 30, 1950. Automobiles had not yet come into vogue so Harry would hop a train going in a given direction, get off at any town where the "mixed train" might stop, and strike out on foot for the lumber dealer's office. Then with an order in his pocket for Bird roofing, he would get back on the train, (he had probably bribed the conductor to await his return) and go on to the next stop. Undoubtedly Harry's rugged training as a semi-pro baseball player, when he played on a semi-pro team with Donnie Bush, who later played shortstop for the Detroit Tigers, hardened Harry for the grind of the road

in those early days. We were glad to have Harry and Mrs. Prinzler with us and shall look forward to many future visits.

Mr. Wilson then presented Frieda Leonhardt, our Switchboard Secretary and Receptionist for 21 years. Frieda's cheery "good morning" over the phone had done much to build good will for the company. She endeared herself to all who had the privilege of knowing her. Although we miss her welcome smile, we are all happy to know she is enjoying her retirement and has many happy memories of her years with Bird & Son.

Marshall Meyer, or "Doc" as he was affectionately known throughout the Mill and Office, needed no introduction as he had worked at times in our Mill and Shipping Offices and in our Traffic and Purchasing Departments. Doc was the sort of chap you would never hesitate to call on for some extra little service. And we remember, too, the choice flowers from his garden which decked

our office from rose time on through the growing season. We were happy to have Doc and Mrs. Meyer break bread with us.

Tom Ramlow, who took care of the "housekeeping" job so splendidly for many years, was unable to be with us for the evening as he is working at a part time job and "first things first" continues to be his rule of life.

Mr. Wilson then welcomed the new members of the Quarter Century Club and asked each to stand and take a bow as his name was called:

George McNay, Levy Hosch, Ernest Jacobs, Arthur Julian and E. J. Moore.

Thomas Cooling, Rudy Budz, James Stanek and Anthony Soltan could not arrange to be with us but we shall look forward to having them next year.

Chester Walczak, the C.I.O. representative, was introduced and paid a nice tribute to the founders of our company who had fashioned a basic pattern as a guide for the stability and future progress of the company.

Other guests of the evening were Rogers Weed, W. R. Wright, Jr., and Donald Frazier of East Walpole, as well as the Chicago department heads and Foremen and the Plant Union Committee.

A note of sadness was Mr. Wilson's recalling Erich Gach's passing and the fact that we had all lost a good friend and co-worker. He suggested we all stand in silent tribute for a moment.

Mr. Wilson brought the evening to a close with the following remarks:

"With the possibility, but not necessarily 'probability' of another war, let each one of us pray daily that the leaders of the countries of the world will realize that wars are too costly for all concerned in too many ways. And while I don't mean that we should adopt an attitude of appeasement, I do

feel that the longer all countries can keep out of war, the better for all concerned, and the less likelihood of another war."

Chicago Chit Chat

Bob Lockinour of the Slate Department received a telegram from the War Department stating that his brother, serving in the Korean War, had been missing in action for more than a month. A few days ago he received a second telegram saying that his brother had been found and was perfectly well. We are all very glad to hear the good news, Bob.

Bob MacLeod celebrated his fifteenth anniversary with Bird & Son on St. Patrick's Day. Everyone wanted to know how he happened to go to work on the 17th of March.

Ned Campbell, who worked in the Shipping Dept. summers while going to college and was nicknamed "Doc" by his fellow workers, is now in the armed services attached to the Chemical Warfare Service.

We are glad to welcome Alberta Lacey to the Print Shop and hope her stay with Bird & Son will be long and pleasant.

Barney Soward, formerly of Chicago and now at our Shreveport plant, spent a week with us and we were also pleased to have L. L. Williams for a few days.

We had many visitors from East Walpole, including Vice President Eli Chamberlain and his Assistant, Rogers Weed. Don Frazier pinch hit in the Laboratory for two weeks and now Carol Homan is on the job. Bill Wright and Steve Traudt are also spending some time with us.

The big smile that Chick Campbell was wearing on March 17 wasn't for St. Patrick's Day. He received word that his oldest boy who has been with the Armed Forces in the Pacific Area for over two years was expected to sail for home the end of March.

Fritz Guth, Western Division Salesman,

has another son. Peter Charles was born March 7, weight 6½ pounds. Congratulations to the proud parents!!

Arthur Soltan, son of Tony Soltan of the Sample Department, has joined the U. S. Army. Also, Rose Fox's son, Donald, has joined the Army.

John Troy of Joe Blosky's Department will soon be with Uncle Sam's Navy. Smooth sailing, Johnny!

The Sample Department has a new name — "Tony's Barnyard" — when all his "old hens" start to cackle. (Noisy gang, from all reports about them.)

Sorry to hear about Larry Doherty being ill.

There are two more to add to the new father list at the Chicago Plant. Paul Scheide has a boy, and so does Stanley Roszak. Both are on No. 4 Machine. Congratulations!



FATHER AND DAUGHTER, Joseph Blackman, Chicago Shingle Checker, and Geraldine, just eleven, pose together on the occasion of Geraldine's birthday celebration.



UNDER CALIFORNIA SKIES. Antonio Antonelli, Color Mixer at Floor Covering, took a trip out there two or three vacations ago and here he is in Los Angeles with his wife and daughter. The man and woman seated in front with the youngsters are friends.



By John P. Maleiko

SHREVEPORT NEWS AND VIEWS

STAFF: LUCILLE MCMURTRY, D. L. OLIVER, JR., WILLIE L. SMITH, FRANK MARKHAM, CYRIL WILDE, EDWIN SOMPAYRAC
RICHARD POTTER, Photographer

Shreveport Speaks

Sam Cararas came by the Office several days ago sporting a new Chrysler. Sam made it clear that he expected to be called "Mr. Cararas", at least until he had put a few thousand miles on his new transportation.

Kavat Loe and Cyril Wilde have planted a few seeds in their respective back yards. If anything comes up, they can be called "gardeners", but until then, they are just planters as far as we can see.

Two of our earliest sales of Silvercote Products went to L. L. Williams and Ed Sompayrac (3 rolls and 2 rolls respectively), who installed it in their attics. We are waiting anxiously for reports of its effectiveness in our hot summer weather. Incidentally, Ed has gone on record that it is quite a job to apply, but it seems to us that that's his fault since he admits leaving some of his tools under the insulation and having to pull it up again.

Fred May's faithful Pontiac has finally disappeared. We understand that he'll soon be driving a new Ford Sedan.

Mr. and Mrs. Claude Ragsdale are the proud parents of a son, born March 3.

James Edwin Ragsdale weighed 8¾ pounds and has three other brothers and sisters to help take care of him.

W. T. Eason visited the First Aid Room 2-22-51 with foreign particle in his left eye. He was pleasantly surprised to find that a registered nurse all the way from Wausau, Wisconsin, was there to relieve his distress. Estelle Douville of the Employers Mutual Liability Insurance Company of Wisconsin toured our plants and complimented us on a good safety record.

James Moore is back at work after ten days in the hospital with a kidney ailment.

R. C. McClellan and wife had a granddaughter to keep things lively around the house, then their daughter moved away. So now they have adopted a baby and things are again lively around the house if their baby is anything like our baby.

Robert Gewin has a new four-lane highway under construction down toward Summer Grove.

Mrs. Fergus O. Bryant went to the hospital March 13 with acute appendicitis. She is getting along fine now.

John C. Lee's son is on leave of absence for military service. At present he is stationed in San Diego.

Sonny Scott's son has been examined, placed in 1-A and expects to be called any day.

L. B. Scott put all his misfortune into one day last week. His house burned to the ground, his car was stolen and he received a cut on his left arm requiring several stitches.

R. C. Edwards and Culman D. Moore both lost their fathers in recent weeks. Our sympathy is extended to these two employees.

Congratulations to Ottis E. Saunders who received his master's degree in Masonry at Cedar Grove Lodge. All degree team members were Bird employees. Messrs. L. L. Williams, A. W. Miller, D. L. Oliver (his Foreman), G. B. Brown, Wilton Guice, Jesse Hammett and Frank Markham were on hand.

Noble Sanders is in the hospital with an ulcerated stomach. We are glad to learn he is recovering satisfactorily from his operation.

William Winkler really has everyone visiting the sporting goods stores these days since he "poured it on" Dude Davidson and Willie Smith two Saturdays in a row with his "Slaughter Bait", (Paw Paw #2403.) It seems William owns the only two in Shreveport.

Malvern Barnett really ran into hard luck the other day when his apartment caught fire, due to a faulty light cord. It burned everything he owned. The furniture was only partly insured and none of the clothing was insured. His wife and baby barely escaped serious burns. Fellowship really stepped out at both Mills and a nice pot of cash has been collected and turned over to Malvern by his fellow workers and friends.

Robert Jolley transferred to Night Winder Operator and is now making plans for a truck garden and has already made arrangements to sell all his vegetables to a couple of grocery stores.

We wonder if there is something wrong with Robert Jenkins' hearing lately? He was talking to Deacon Dyess recently and asked, "Don't you have a cold?" "Yep," was the reply, "been kneeling in too many damp churches!"

During the month we have enjoyed visits from H. B. Pullar, Berry Asphalt Company; R. A. Wilkins, Mr. Hutchins of Rust Engineering Company, Cash Whipple of Beloit Iron Works and Cliff Pregge. We were glad to welcome all these visitors.

Did you know that Mode Myers is a "whing-ding" at strumming a guitar? We understand that some time ago he used to "keep 'em dancin'" until the wee hours.



OFFICE GIRLS at Shreveport following a recent luncheon at the Mirror Steak House. The girls had gathered to present Elsie Myers Ashworth, seated in front, with gifts following her wedding. Standing, left to right: Vivian Wilson, Lucille McMurtry right behind her, Ruth James, Ann Eddy, Grace Fuller, Juanetz Bruce with Gertrude Salter in front of her, Joycelyn Wilson and Wynn McPhearson.



HERE FROM SAN DIEGO on the West Coast recently was Al Creglow, shown in this picture with his wife. Before returning to service, Al was Beater Boss at the Shreveport Felt Mill.

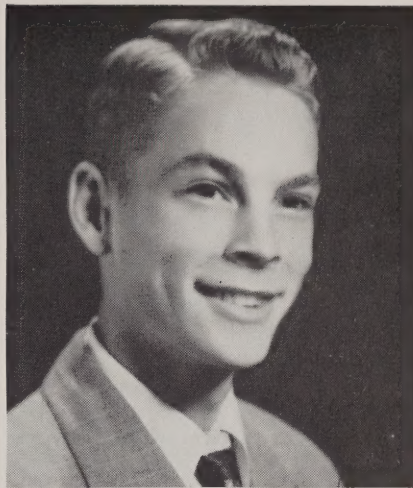
Dick Potter took a lot of time and pains to build a nice sand box for some seedlings he wanted to start in the house and transplant later. However, after his daughter, Claire, watched her grandmother make some gingerbread, he found sand all over the place when he got home from work. Little Claire had made "gingerbread".

P. O. Johnson came to work all tuckered out today and said that he had to plant some tomato plants he had in a box on the back porch. Little son "Hot-rod" got tired of waiting for "spring" and pulled up all Phil had in the box and it was planting time whether the weather was fit or not.

While fishing takes topmost place with some, there are others with other activities in mind as is evidenced by the purchase of softball bats, gloves and balls. The Bird Family is getting up a team and the potential material is good. Won't be long before "batter up" will be heard and the city leagues will be extending an invitation to us to compete with others.



INQUISITIVE BOYS gathered around William Winkler's new Chevrolet. While one honked the horn, the other turned on the windshield wash and wiper. Phil Johnson is going around the front end to see where William could attach a squirrel tail.



THIS HANDSOME YOUNG MAN is Pvt. Perry J. Watts, 20, son of Blanchard Watts, Mechanic on Shreveport Roofing Machine. Perry joined the Air Force and is stationed at Lockland Air Force Base, San Antonio, Texas. He finished high school at Fair Park Hi in 1949, was employed by the Arkansas Louisiana Gas Company of Shreveport when he entered service. After one look at Perry, the Air Force was so pleased he was given only a few minutes to take care of his personal business and report.

Old Stand-by Asphalt Still Holds Mystery

By FRANK P. REYNOLDS
Director of Research

ASPHALT has been known since the time of Noah and his Ark. Asphalt is such a complex material, however, that we do not yet know many of the secrets concealed by this black, sticky product which is now an important residue from refining oil.

To unlock some of these secrets, the Franklin Institute of Philadelphia has established a National Asphalt Research Center. This Center has obtained 22 industry sponsors for the support of a laboratory devoted to this purpose.

Recently Stanley Sallie, head of the Norwood Roofing Laboratory, and your Director of Research attended the first meeting of these sponsors. Among other companies in line of production similar to that of Bird & Son which are behind this Center are Armstrong, Pabco Products, Flintkote, Certain-teed and Lehon.

It is expected that this laboratory at Franklin Institute will develop means for determining accurately such qualities of asphalt as elasticity, plasticity, viscosity and adhesion to solid surfaces,



FOLLOWING THEIR WEDDING in the First Methodist Church, Magnolia, Bob Cole and his bride pause on the threshold in the Arkansas winter sunshine while the camera records how they looked on their wedding day. Bob is on military leave from the Stephens Refinery and is stationed at Camp Chaffee, Arkansas. Mrs. Cole is the former Sybil Josephine Gillespie.

such as granules. The accurate determination of these qualities will enable us to find the best asphalt for roofing coating, roofing saturant, and floor covering saturant. It is also possible that this work will show how asphalts might be modified so that the characteristics desired for roofing and floor covering asphalts may be improved.

This is another example of many steps constantly being taken by Bird & Son to improve the materials going into the manufacture of their products and the quality of their finished products.



"This bulb is good, John."

Reprinted from Cosmopolitan



BERRY LABORATORY EMPLOYEES at Waterloo. From the left: Gilbert Paden, C. H. Warmack, Dail Evans, J. G. Mitchell, Wilson Murry, Mouzon Simpson, Forrest Crank and W. H. Huffman.



WATERLOO REFINERY OFFICE PERSONNEL. Left to right: Pearl McGuffin, Welton Bailey, Morgan Moore, Homer Sarrett, and J. W. Savage.

Berry Asphalt News

By STELLA HINES

The old familiar saying that "a barber always needs a shave" also applies to plumbers. Betty Miller's new husband was so busy during Magnolia's severe freeze helping other folks get water pipes thawed that poor Betty had to manage for several days with every pipe in the apartment frozen solid.

Dorothy Liles is taking a week of her vacation early to be with her husband who is in the army and about to be sent to Korea. Good luck, Tunny. We hope you'll be back safe and sound real soon.

Bill and Dee Liechty have bought a new home in the Bennett-Blewster addition. The office force is just waiting for a "GO" sign to initiate it with a house-warming.

12,000 Women With Headaches— They're the Industrial Nurses

There are more than 12,000 women working day and night in American industry ministering to the health and well-being of employees, and very often, curing "headaches" for industry itself.

The 12,000 women are full-time industrial nurses. It must be admitted that they have not been very good at "blowing their own horns," with the result that their true value to industry is just now beginning to be known to all those they serve.

Industrial nursing is just about 55 years old. The first company of record to hire a full time nurse was the Vermont Marble Company, which put Ada Mae Stewart, R.N., to work in a tiny dispensary in 1895. There are several instances where industrial families have subsidized public health nursing in their communities, but Nurse Stewart probably was the first to give on-the-spot attention to employees' injuries.

Polley Tavern, Walpole

(From a news clipping sent in to Review)

Harold M., Dover — The old Polley Tavern which stood on the site of the library and hospital of the Bird & Son plant in East Walpole was one of the inns at which stages between Boston and New York stopped, a century or more ago. Capt. Polley lived at the inn for many years and gave an account of its early history. He said that the tavern was built early in the 18th century and a wing was added in 1800, when the turnpike between Boston and Providence was completed. In its prime, as many as 20 stages a day, drawn by four horses, would stop at the tavern for passengers and to change horses. The coaches from Boston would leave about 4 o'clock in the morning with passengers for Providence. They would breakfast at the Tavern and reach Providence in time to take the night boat for New York. The Postoffice was at the Tavern, and there were two places for the sale of liquor, one where the townspeople were served at four cents and the other where the passengers paid six cents. It is said that Lafayette stopped at the Polley Tavern in 1824 and that George Washington once dined there.

We Americans are great "joiners," great "card carriers." But among the lodge, union, social security and other cards we carry in our land you won't find the kind which must be carried at all times by people in other countries — a police state identification card.

While we must indeed face the future with a clear view of its possible perils, we need not quail before it.

— Dexter Perkins



ELIGIBLE BACHELOR from Shreveport, Jack Cooper, recently made a trip to the Glenwood Plant. While in that area, he visited Hot Springs where this picture was taken. The picture folder displays a dancing girl in a glass of champagne, but Jack says the bottle on the table contains "mineral water." He declines to divulge who was sitting across the table from him!

PHILLIPSDALE

REXFORD H. SALISBURY
MANUEL OLIVER

DAVID S. LOWRY
ARTHUR TRUDELL

LESLIE E. HOWARD
ROBERT CROWLEY

Rose A. McKenna

WE were grieved to hear of the passing on March 12 of Rose A. McKenna, a long-time member of our Office force. Rose started with the company at Phillipsdale almost thirty-three years ago and worked until her retirement on June 30, 1948 as the Phillipsdale Raw Stock Clerk. We had not seen as much of her as we should have wished since her retirement, but she was able to go to the first meeting of the Quarter Century Club, which she enjoyed very much.

She is survived by four brothers: the Rev. James T. McKenna, S.M., of Our Lady of Victories Church, Boston; the Rev. Phillip S. McKenna of St. Benedict's Church, Conimicut; Felix J. McKenna of Pawtucket; and John A. McKenna of Providence; and by two sisters, Susan L. McKenna and Mary A. McKenna of Rumford.

The funeral was held March 15 from her home with a solemn requiem mass in St. Margaret's church in Rumford.

Bowling Highs Hold

By the time this Review is out, the bowling season will have been finished. Next month we will be able to give you the final standings and the names of those who finished in the money.

The high single is still held by Gil Dias and the high three and the high average by John Cyronak, and it looks as though they are going to keep them, although Farmer Rochford had them both scared when he bowled over 300 on March 21.

Phillipsdale Notes

Alfred Gamboa of Shipping has announced the arrival of Alfred, Jr., born March 17 at the Memorial Hospital in Pawtucket. The mother and baby are doing fine.

Al Hammond is keeping busy in his spare time working on his home in East Providence.

Speaking of new homes, we understand Joe DeCosta is coming along fine on his new summer home in Bristol. He hopes to have it ready for this summer.

Having trouble with your television aerial? See John Cyronak. We understand his was blown down in a recent windstorm,

but that it now works better than ever since he repaired it himself.

Tony Dias seems to have taken over the care and feeding of our Phillipsdale pigeons. He is seen every noon having a chat with them. We hope he keeps a little of his lunch for himself.

Over one hundred of the men at Phillipsdale are wearing safety shoes. We think this is fine as there is no doubt but what the wearing of safety shoes will cut down on the misery and suffering resulting from injured toes.

Manuel Monte is back again on his old job after having been out from a rather long illness. We hope his health is now improved.

Clarence Pierson is fine after his visit to the hospital with an attack of pneumonia.

Bill Kanoski is looking for applicants interested in joining the Bird Golf Team in the East Providence Industrial League. He captained a team which made a fairly decent showing last year and hopes to enter a team equally as good or better this year.

Anyone interested in representing Bird & Son in the softball or horseshoe leagues should make it known quickly. As of the present moment, it does not look as though we will be represented in these leagues.

Jack Ferreira in Stock Handling has been appointed one of the reelmen of the Phillipsdale fire brigade.

We hear Leon Eatough started off for a trip to Albany a few days ago and thought he was going to have nice weather, but before he got home, he was caught in a rather heavy snow storm. The next time he

goes to Albany, it is going to be in the summer.

Dudley Perry's son, who is now with the Marines, is seeing considerably more of the world than his father has. At the last report, he was cruising the Mediterranean.

Arthur Trudell has made another one of his trips to New York City to see one of his daughters. He is getting to be quite a New Yorker.

Suggestion Awards

SUGGESTION award winners for March included one man with two awards whose check was forwarded to him at the Submarine Base in New London, Connecticut. John Famolle, formerly of No. 1 Roofing Machine, Norwood, is now in the Navy.

Here are the winners:

Norwood Roofing

Fred Babel, FBPM9	\$15.00
John M. Famolle, FBPM1	15.00
Joseph Watkins, FBPM9	10.00
Norman H. Smith, FBPM1	5.00
Fred P. Turco, FBPM7	5.00

Norwood Flooring

Charles Cobb, FFSM	\$10.00
Ernest Smith, FFV	10.00
Francis E. Tohosky, FFN	5.00

Phillipsdale

John Ellis, DPP	\$5.00
Philip Gordon, DPB	5.00



BOSTON & MAINE RAILROAD MEN, track supervisors and bridge and building supervisors, visited East Walpole early this spring. This shows one section of the delegation from the B&M, who saw our tie pad exhibit in Bird Hall and went through the mills. John Crowe and John Dooling of Research were the hosts. Back row, left, is William Stillman, Paper Mill Chemist, who acted as guide for this group at the East Walpole Mills.

Listen to McDougall Pipe Another Column

I GUESS you don't have to be particularly good at cribbage to walk off with the prizes. Arthur Bent of the Flooring Mill has won a basket of fruit three times in a row at Heinie Nordstrom's parties. (Some door prizes!) "No need to go to Florida," says Arthur. "Just play cribbage."



Larry White, the Tri-Mill Club shooting instructor, reported the "Ham Shoot" was quite successful, although the weather and other interests conflicted slightly with his night. Two of the fair sex competed, Patricia Haste and Doris Reardon, but sorry to say, didn't win any prizes. Larry also tells me they are planning to have an outdoor range in the future.

I referred mostly to the men golfers in my last column, but I should have mentioned the girls also have a league, and their chairman is Helen Makarevich. All you lassies that want to swing the clubs, contact Helen. Speaking of golf (being a hacker myself), Ted Pierce told me about having a 78 the last week of the season. I congratulated him, but the shock came when he said he tackled the second hole in the morning!!

Anybody interested in running softball on an inter-department or inter-mill basis, both men's and girls' leagues?

I journeyed to the Chelsea Soldiers' Home along with John J. Murphy and Bill Grazado and the Veterans Show on Monday, March 26. As usual, the show was very good. I thought our retired member, George Wallace, did a swell job with his Scotch number and novelty songs. George seems to be getting younger looking every time I see him. We all went by bus from Norwood, and we had just as good a show coming back as the troupers had put on an hour earlier. John Cook from the Norwood Tribune came along to look at our show and no doubt will have some comments in his column. The Cooties also entertained and did their usual excellent job. Julia Smith of the Office was in charge of their part of the program.

I don't know if baseball is going to be activated this season or not. The

interest hasn't been so good the last few years. However, the Club will sponsor it if someone comes forward to see what they can do with this dormant sport.

Yours as B/4,
John McDougall

P.S.—By popular request, the Entertainment Committee will put on another evening of wrestling matches at the Norwood Junior High School. The date is May 2, a Wednesday night.

Date for the Field Day is set. It will be on June 10, a week earlier than in previous years. New features being planned are some animal acts.

J. McD.

Pianist "Rocky" Feted After Chorus Rehearsal

WITH more than sixty members now, the Neponset Choral Society is planning its most ambitious concert to date, to be given May 24 at the Walpole High School. Members have been regularly raising their voices in song every Monday night at Bird Hall in East Walpole. Even the loss of their accompanist has not dampened their enthusiasm. Now that Walter "Rocky" Rockwood has been sent out to St. Louis to sell shoe cartons for Bird & Son, he has had to relinquish his faithful accompaniment of the choristers. Taking his place until a regular accompanist can be found is Donald Frazier. Don is an old hand, and skilled, at the piano, who is kindly filling in although he cannot take on the job as a steady thing.

To let Rocky know how much they appreciated him—he had been accompanist ever since the chorus was formed in 1949—the group gave him a party the evening of April 2. Rocky was back at headquarters for a short time, but due to return to St. Louis shortly. Gift from all was a set of golf clubs. The party was held at the Hermitage with Matty McLauchlan, secretary of the society, in charge.

Thanks to Vets' Show

GRATEFUL letters keep coming in to Bill Grazado, chairman of the Bird Club Veterans' Entertainment Show. After a performance, they all say not only "thank you," but also, "please come again." Latest one received came from the Soldiers' Home in Chelsea, where our volunteer group played for the first time on March 26.

BIRD

On this particular evening, two or three members of the regular cast were absent. However, Matty Connolly not only sang his songs, but also carried on as M.C. And at the close George "Scotty" Wallace led in a community sing which went over big.

Lucky Ham Shoot

By LARRY WHITE

MORE than thirty men and women were on hand at the Norwood Municipal Building the evening of March 22 to participate in the first "shoot" conducted by the Tri-Mill Sports Club.

It was a Lucky Ham Shoot and the lucky gents of the evening were Carl Peterson, Driver-Checker at Roofing Shipping, and Bill Ivatts, Jr., of East Walpole Maintenance. Carl took the first prize, a 12-pound ham, with a score of 45. Bill won a basket of fruit as second prize. His score was 44.

The targets were 5½ inches square, divided into 100 numbered squares. The score was determined by where the shots hit the target. A man had only to aim at the target and trust to



JIMMIE NICKERSON, who is with a Signal Battalion in Austria. Sgt. Nickerson has his wife, Mildred (Demers) and their daughter (shown here) with him. If you read the road signs, you can see that Jimmie is 19 kilometers from Salzburg and 3 kilometers from Berchtesgaden.

CLUB

luck because the numbers were not legible from the firing line.

In the early part of the evening Pete Didick took the lead by a score of 40, only to be nosed out later by Carl Peterson with a score of 45. Ed Jankowski then came up with a 42 and held second place for some time. Toward the end of the evening Bill Ivatts edged Eddie out with his 44. Everyone kept trying to fire better targets but Carl Peterson still stayed on top.

Novelty targets seemed to be quite popular, particularly the candy cigarettes. Two out of three had to be broken to win a package of cigarettes.

The folks who attended the shoot were enthusiastic about it. Lucky target shoots are becoming more popular every year because they give everyone an equal chance. The Tri-Mill Sports Club is planning more events for rifle fans in the near future.

Girls' Bowling

By BERNIECE POTTER

LAATEST report on our teams puts the Lucky Five in the lead with 60 Points. The Phantoms were second at



CPL. LeROY NORDSTROM, who at one time worked in the East Walpole Drafting Room, is back in the service and is now stationed in Rochefort, France. His dad is Herman Nordstrom, long-time Millwright at East Walpole.

54; Solids, third, 48; Hurry-Hurry, 42; and Gee Cee's, 28, in fifth place.

Betty White of the Hurry-Hurry team held both the high single at 124 and the high three-string with a 317.

Season closes for another year on April 24. We will tell you about our wind-up in the next issue.

Men's Bowling

By EVERETT FULLER

OUR shortened bowling season is fast coming to a close. It looks as though Charlie Locke's EM team is safely home as the winner for this year.

The first five teams at the end of the 12th week were: East Walpole Maintenance (EM), Flooring (FF), No. 2 Box Shop (FX-2), Roofing Shipping (FBV) and No. 1 Box Shop (FX-1).

At a recent meeting of the team captains, it was decided to have this year's banquet at Cappy's in Stoughton where we had last year's wonderful affair. The final details are not completed at this point, but the date will be a Saturday, either the last in April or the first in May.

Cribbage

By HERMAN NORDSTROM, Chairman

THE last cribbage party was held on March 22 with only 14 players present. Cribbage winners were Gordon Wilson, PFL, and John Medailleu, EME. Arthur Bent of FFP and John Medailleu won the baskets of fruit.

The series prize was split between Oscar Koch of Norwood and Herbert Pratt of FBF.

Back on March 1, the fourth party of the cribbage season was held. At that time Robert McLauchlan, Richard Sprague, Arthur Bent and E. C. McLean took home the prizes.

Girls' Golf

By HELEN MAKAREVICH, Chairman

NOTICES have been sent to all the girls. Judging by the great number of responses, my committee, Margaret Delaney and Mary Blazonis and I, anticipate a good season of fun if the weatherman is good to us.

To all new girls interested in the sport, a cordial welcome is extended. All that is necessary to join the league is to be a member of the Bird Club.

The Girls' League unofficially opens

BIRD CLUB CALENDAR

April 17	Vets Show at Cushing
May 1	Vets Show at Canton
1	Men's Golf starts
2	Wrestling Matches
7	Girls' Golf starts
24	Concert, Neponset Choral Society
June 10	Field Day

Monday night, May 7, at the Walpole Country Club and continues for eight weeks thereafter. The Field Day which winds up the season is scheduled for Saturday, July 7, so vacations can be planned accordingly.

Get your clubs out of mothballs, girls, and be ready to start a-whackin' and a-whammin' opening night.

Spring Dance Success

ALL-BIRD-CLUB event for March was a dance at the Elks Club in Norwood, Friday evening, March 30. In spite of other popular social events going on locally this first week-end after Lent, the dance was well patronized. Over two hundred fifty club members and guests attended. Drawing card for the affair was the Warsawska Orchestra of Pawtucket, a ten-piece band whose repertoire of polkas and other dance music already has a strong following.

At the end of the evening winners of the lucky cash prizes were announced. Eleanor Johnson of the Credit Union won the ladies' prize and Robert Lowry of Canton, the men's. The party was in charge of Ed Wisniewski and his busy Entertainment Committee.



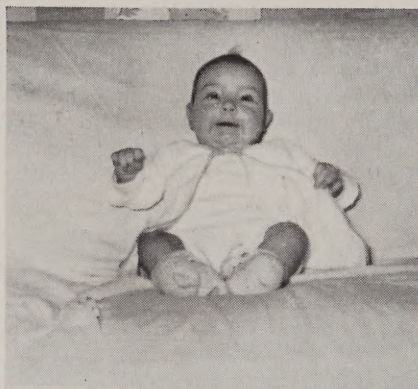


NOT HOPALONG CASSIDY, but "Jumpalong Joe" Flenniken, who assists D. L. Oliver. He doesn't use this steed on his Bird & Son job, though one might come in handy when he is trying to keep up with the things which D. L. can plan. This picture was made "way-back-when" Joe was scout master of the only mounted Boy Scout troop in the United States. Joe is from Shreveport, girls.

Long Service List

WE give below the names of those whose fifth, tenth, fifteenth and twentieth anniversaries fall during the month of May, and of those who complete twenty-five or more years' service during this month.

Name	Year	Dept.	Years
Fannie Murphy	5-1-86	Retired	65
Harry L. Tower	5-12-01	Retired	50
Patrick J. Reardon	5-7-07	Retired	44
Paul Kruchas	5-20-07	Roofing Plant	44
Herman Waukonen	5-1-09	Retired	42
Johannes Albion Gottberg	5-16-09	Retired	42
Frank R. Meyer	5-24-09	No. 1 Box Shop	42
Mike Minkevics	5-4-10	No. 1 Box Shop	41
Pasquale Sansone	5-4-10	Flooring Plant	41
John Wosner	5-23-12	Roofing Plant	39
Helena G. White	5-3-13	Office	38
Alexander H. Brooker	5-15-15	Retired	36
Michael Connors	5-1-16	Retired	35
Michael Novick	5-16-16	Retired	35
Wesley A. Beaulieu	5-14-17	Retired	34
Peter Rukstalis	5-29-17	Paper Mill	34
Nicolantonio Puopolo	5-31-17	Flooring Plant	34
Lewis Kozak	5-1-18	No. 1 Box Shop	33
Axel H. Anderson	5-1-18	President	33
Winifred Rhind	5-6-18	Retired	33
Martin Flaherty	5-9-18	Paper Mill	33
William J. Ivatts	5-28-18	Maintenance	33
Thomas Foley	5-31-18	Retired	33
Joseph Wasalunas	5-2-19	No. 1 Box Shop	32
Stanley Palleiko	5-20-19	Retired	32
Joseph J. Truskauski	5-21-19	No. 1 Box Shop	32
Euplio Puopolo	5-3-20	Finishing Mill	31
Stephen Surkont	5-7-20	Flooring Plant	31
Frank Armukevich	5-19-20	Flooring Plant	31
Anisim Nikituk	5-20-20	Finishing Mill	31
Arthur W. Mellin	5-25-20	Office	31
Bernard H. Bailey	5-31-21	Flooring Plant	30
Clarence G. Hagman	5-12-22	Flooring Plant	29
John DeFlaminis	5-15-22	Retired	29
Thomas F. Bannon	5-22-22	Maintenance	29
Frank V. G. Heinonon	5-24-22	Retired	29
Adam Sidlauskas	5-31-22	Flooring Plant	29
Jeremiah Collins	5-1-23	Power & Steam	28
Samuel Dunn	5-2-23	Power & Steam	28
John Kacinauskas	5-8-23	Paper Mill	28
Albert S. Hayward	5-12-23	Flooring Plant	28
Martin F. Connolly	5-18-23	No. 1 Box Shop	28
Oreste Saraca	5-19-23	Retired	28
Nellie L. Coughlin	5-1-24	Office	27
Mary S. Nevins	5-1-24	Office	27



PERFECT KEWPIE DOLL if we ever saw one is 4½-months-old Janice Louise. Patrick Curran, East Walpole Truck Driver, is her proud parent.

Coleman J. Foley	5-5-24	Roofing Plant	27
Melvin J. White	5-16-24	No. 1 Box Shop	27
Paolo Persechino	5-4-25	No. 1 Box Shop	26
Ira M. Treen	5-5-25	Flooring Plant	26
Joseph J. Stepanowich	5-8-25	Flooring Plant	26
Harold M. Hale	5-22-25	Flooring Plant	26
Alpheus E. Matthews	5-25-25	Retired	26
Joseph Giampa	5-6-26	Roofing Plant	25
Frank Mazzocca	5-14-26	Roofing Plant	25
John E. Folan	5-14-26	Roofing Plant	25
Paul Weta	5-14-26	Retired	25
Pen Samski	5-18-26	Flooring Plant	25
Deeb Esber	5-18-26	Roofing Plant	25
Antonio P. Lacivita	5-19-26	Roofing Plant	25
John A. Pratt	5-21-26	Roofing Plant	25
James T. Weir	5-20-31	Roofing Plant	20
James Clancy	5-25-31	Flooring Plant	20
John E. Donohue	5-25-31	Roofing Plant	20
Leon Trakenivecus	5-25-31	Roofing Plant	20
Frank B. Shumski	5-5-36	Flooring Plant	15
John MacDonald	5-5-36	Flooring Plant	15
Nazareno A. Lori	5-18-36	Flooring Plant	15
Thomas Tierney	5-5-41	No. 2 Box Shop	10
Edward D. Maloof	5-6-41	No. 2 Box Shop	10
Domenic P. Silvi	5-6-41	Roofing Plant	10
Henry O. Meyer	5-7-41	No. 1 Box Shop	10
George W. Chapman, Jr.	5-13-41	No. 2 Box Shop	10
Charles B. Brown	5-13-41	Roofing Plant	10
John D. Green	5-19-41	Flooring Plant	10
Alfred J. Mucciaccio	5-27-41	Paper Mill	10
Joseph J. Fitzgerald	5-27-41	Roofing Plant	10
Eennie W. Grudinskas	5-27-41	Roofing Plant	10
May Harper	5-27-41	Office	10
Waino J. Korpela	5-28-41	Roofing Plant	10
Joseph J. Rusetti	5-1-46	No. 2 Box Shop	5
John D. McGrath	5-1-46	No. 2 Box Shop	5
Mary R. McCarthy	5-1-46	Office	5
Anthony J. Abril	5-6-46	Roofing Plant	5
Kenneth H. Cahill	5-6-46	Roofing Plant	5
Frank F. O'Neil	5-7-46	Roofing Plant	5
Theodore S. Dahlquist	5-7-46	Roofing Plant	5
George A. Kingsley	5-7-46	Roofing Plant	5
John J. Wozniak	5-8-46	Power & Steam	5
Norman H. Smith	5-8-46	Roofing Plant	5
Henry A. Thomas	5-8-46	Roofing Plant	5
Robert P. Worthington	5-8-46	Roofing Plant	5
Robert J. Braitsch	5-13-46	Roofing Plant	5
William J. Haggerty, Jr.	5-13-46	Roofing Plant	5
Ludwig F. Russo	5-13-46	Roofing Plant	5
Luceano Marinelli	5-13-46	Roofing Plant	5
Otis B. Russell	5-14-46	Roofing Plant	5
John Famolle	5-15-46	Military Service	5
Leonard LaSalvia	5-20-46	Roofing Plant	5
Evelyn B. Thomas	5-20-46	Office	5
Alessandro Savi	5-20-46	Roofing Plant	5
Harold Johns	5-21-46	Roofing Plant	5
Frank A. Christenson	5-22-46	Roofing Plant	5
Robert C. Holman	5-27-46	Maintenance	5
Joseph F. Sillaber	5-28-46	Paper Mill	5

Charles B. Brown	5-13-41	No. 2 Box Shop	10
John D. Green	5-19-41	Flooring Plant	10
Alfred J. Mucciaccio	5-27-41	Paper Mill	10
Joseph J. Fitzgerald	5-27-41	Roofing Plant	10
Eennie W. Grudinskas	5-27-41	Roofing Plant	10
May Harper	5-27-41	Office	10
Waino J. Korpela	5-28-41	Roofing Plant	10
Joseph J. Rusetti	5-1-46	No. 2 Box Shop	5
John D. McGrath	5-1-46	No. 2 Box Shop	5
Mary R. McCarthy	5-1-46	Office	5
Anthony J. Abril	5-6-46	Roofing Plant	5
Kenneth H. Cahill	5-6-46	Roofing Plant	5
Frank F. O'Neil	5-7-46	Roofing Plant	5
Theodore S. Dahlquist	5-7-46	Roofing Plant	5
George A. Kingsley	5-7-46	Roofing Plant	5
John J. Wozniak	5-8-46	Power & Steam	5
Norman H. Smith	5-8-46	Roofing Plant	5
Henry A. Thomas	5-8-46	Roofing Plant	5
Robert P. Worthington	5-8-46	Roofing Plant	5
Robert J. Braitsch	5-13-46	Roofing Plant	5
William J. Haggerty, Jr.	5-13-46	Roofing Plant	5
Ludwig F. Russo	5-13-46	Roofing Plant	5
Luceano Marinelli	5-13-46	Roofing Plant	5
Otis B. Russell	5-14-46	Roofing Plant	5
John Famolle	5-15-46	Military Service	5
Leonard LaSalvia	5-20-46	Roofing Plant	5
Evelyn B. Thomas	5-20-46	Office	5
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Robert J. Braitsch	5-8-46	Roofing Plant	5
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Ludwig F. Russo	5-13-46	Roofing Plant	5
Luceano Marinelli	5-13-46	Roofing Plant	5
Otis B. Russell	5-14-46	Roofing Plant	5
John Famolle	5-15-46	Military Service	5
Leonard LaSalvia	5-20-46	Roofing Plant	5
Evelyn B. Thomas	5-20-46	Office	5
Alessandro Savi	5-20-46	Roofing Plant	5
Harold Johns	5-21-46	Roofing Plant	5
Frank A. Christenson	5-22-46	Roofing Plant	5
Robert C. Holman	5-27-46	Maintenance	5
Joseph F. Sillaber	5-28-46	Paper Mill	5

PHILLIPSDALE

Serafim Moreira	5-22-17	Plant	34
John R. Medeiros	5-3-18	Plant	33
George W. Hawley	5-3-18	Retired	33
John S. Vargas	5-26-22	Plant	29
Stephen Baron	5-12-23	Plant	28
Manuel M. Avila	5-16-24	Plant	27
Theodore B. Maddern	5-27-25	Plant	26
John Conley	5-27-36	Plant	15
Stanley F. Kalenkiewicz	5-12-41	Plant	10



MARRIED IN JANUARY at a pretty wedding at St. Catherine's Church, Norwood, were the former Irene Shimsky and Robert Beaulieu. The couple now live in Plainville. Irene works at No. 1 Box Shop.

Robert G. Blake	5-26-41	Plant	10
Frank P. Zab	5-22-46	Plant	5
Manuel Enos	5-22-46	Plant	5

CHICAGO

William E. Eby	5-29-19	Retired	32
Lawrence Howell	5-3-20	Plant	31
Harold W. Altman	5-21-23	Office	28
Harry Jansen	5-26-24	Plant	27
Arthur E. Julian	5-27-25	Plant	26
Virginia Szukalla	5-21-26	Flooring Office	25
Clemens Reithofer	5-21-26	Plant	25
Ture W. Falstrom	5-5-36	Plant	15
Oscar Peldzus	5-21-41	Plant	10
Fred Florence, Jr.	5-1-46	Plant	5
Edwin Rickerson	5-1-46	Plant	5
Ralph Reithofer	5-17-46	Plant	5
Edward Doran	5-20-46	Plant	5

SHREVEPORT

Samuel H. Cararas	5-26-41	Roofing Sales	10
Doles Taylor	5-2-46	Felt Mill	5
Sonny Scott	5-3-46	Roofing Plant	5
Sammie Parks	5-8-46	Roofing Plant	5
Will Davis	5-8-46	Roofing Plant	5
Clifford Russell	5-8-46	Roofing Plant	5
Walter Collins	5-9-46	Roofing Plant	5
Rufus A. Deaton	5-22-46	Roofing Plant	5
Robert Thomas	5-29-46	Roofing Plant	5

BERRY ASPHALT COMPANY

Joyce G. Mitchell	5-16-36	Waterloo	15
Mouzon E. Simpson	5-10-41	Waterloo	10
B. F. Cargle	5-19-46	Waterloo	5
Joe L. May	5-19-46	Waterloo	5
Dail O. Evans	5-29-46	Waterloo	5

The Giving of Gifts

A rich man said to his minister: "Why is it everybody is always criticizing me for being miserly, when everyone knows that I have made provision to leave everything I possess to charity when I die?"

"Well," said the minister, "let me tell you about the pig and the cow. The pig was lamenting to the cow one day about how unpopular he was. 'People are always talking about your gentleness and your kind eyes,' said the pig. 'Sure you give milk and cream, but I give even more. I give bacon and ham — I give my bristles and they even pickle my feet! Still nobody likes me. I'm just a pig. Why is this?'"

"The cow thought a minute, and then said: 'Well, maybe it's because I give while I'm still living.'"

— Jos. Henry Steel

On The Lighter Side

I bought a wooden whistle, but it wooden whistle.
So I bought a steel whistle.
But steel it wouldn't whistle.
So I bought a lead whistle.
But they wooden lead me whistle.
So I bought a tin whistle.
And now — I tin whistle.

Kissing is just so much chemistry, according to a United Press story about Douglas Walkington, chemist for Canadian industries. It has to do with a craving for salt, Walkington says.

The cave man found that salt helped him cool off in the Summer. He found, too, that he could get salt by licking his neighbor's cheek. Then he found it more interesting if the neighbor was of the opposite sex.

Then everybody forgot about the salt.
— *Boston Globe*

Married men have better halves, but bachelors have better quarters.
— *John Newton Baker*

Actress: You're not photographing me with my best side to the camera.

Movie director: But, how can I, my dear, when you're sitting on it?

The thing that keeps men broke is not the wolf at the door but the silver fox in the window.

Hoppy Wins Again: Mary Lou Baar, who teaches a Sunday School class of 8-9 year old boys at Indianapolis' North Methodist church, recently reported the results of a poll of the occupational ambitions of her 14 youthful charges. Six expressed a desire to become Indiana State Police troopers, and the remaining eight mercenary little stinkers said they want to succeed Hopalong ("Moneybags") Cassidy.

— *The Shield*

All Straight Now

The following correction appeared in a small town paper:

"Our paper carried the notice last week that Mr. John Doe is a defective in the police force. This was a typographical error. Mr. Doe is really a detective in the police force."

Egg-laying Contest Won by Local Man.

— *Hollywood Citizen-News*

GOLDSBORO, N. C., Jan. 15 (INS)— Nothing like a woman's ingenuity.

When a visitor at the Price Marketing Administration office here questioned a woman employe about a large knot tied in the electric cord of a calculator, she replied: "This machine runs a little fast. We tied that knot to slow the current down."

Woman (to floorwalker) — "I was to meet my husband here two hours ago. Have you seen him?"

Floorwalker — "Anything distinctive about him?"

Woman — "Well, by this time he's probably purple."

— *Public Service News*

New Vegetable May Replace Spinach

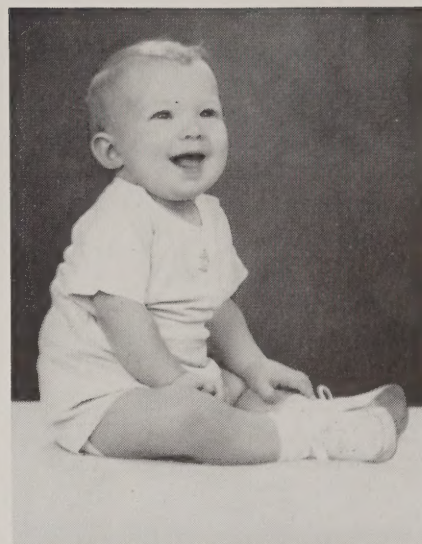
Faithful old spinach, the nutritious vegetable whose edibility has been challenged by generations of children and many of their parents, may be pushed off the American dinner table.

A new green vegetable from Java which tastes better than regular spinach will be marketed in a limited way for the first time this year, frozen or canned, according to the July issue of *Better Homes & Gardens* magazine.

The contender is called Florida spinach, but will grow over most of the United States in spite of its name. It is low in fiber, high in vitamins and has no oxalic acid, the chemical which makes spinach and beet greens hard to digest for some people.

It will probably appear in American seed catalogs next year, the magazine says.

If you are like most folks who do a little painting around the house periodically, you have a great array of partly empty paint cans. Here's a way to avoid opening each can to check the amount of paint left and its precise color. At the end of each paint job, paint a line on the outside of the can at the level of the leftover paint inside, suggests *Better Homes & Gardens* magazine.



HEIR TO THE CRONIN CROWN. Little Mike is grandson of Michael Cronin, East Walpole Truck Driver. His father, Gerald, is stationed at Cecil Air Field, Florida, where he is a mechanic, 1st class. Gerald worked at the Norwood Flooring Plant before joining the Navy in 1942. Grandpa has been with the company for 27 years.

the Question Box

Continued from inside front cover

December." There is a rate range for each clerical job. Increases are granted within these ranges to individuals who qualify in experience and merit. The rate ranges are established by reference to frequent local surveys and surveys within the large city areas in which or near which our offices are located. It is Bird & Son policy to establish range maximums at a rate equal to or higher than those in effect in other industries in the locality. Recommendations as to individual increases are originally made by the department heads and are passed on by a committee including the office manager, the treasurer and the vice presidents of each division. Plant salary increases are approved also by the plant superintendents concerned.

How does the Shreveport roofing machine compare with other machines the same size on record runs of rolls 36 x 37 feet long?

We have four large roofing machines in Bird & Son: No. 1 Machine at Shreveport, No. 1 and No. 9 Machine at Norwood, and No. 6 at Chicago. No. 9 and No. 6 have recently been rebuilt and include many new features. No two machines are the same "size" and their production results therefore cannot be accurately compared. However, the figures show that the Shreveport mill generally leads in production of mineral surfaced rolls, while Norwood leads on smooth rolls. The new machine (No. 6) at Chicago is now in operation. Because of its many new features, we expect that very shortly it will lead all our mills in efficiency and rate of production.

ANSWERS TO STATE FLAGS

(Illustrations, page 11)

1. Louisiana. Pelican on flag. (Shreveport)
2. Massachusetts. The motto: Ense petit placidam sub libertate quietem. (Freely translated: By the sword we seek peace, but peace only under liberty.) (East Walpole and Norwood)
3. Illinois. The President, Abraham Lincoln. (Chicago)
4. Rhode Island. Navy Base, Newport. (Phillipsdale)





BIRD
NEPONSET
REVIEW

May

1951

Vol. 39 No. 5

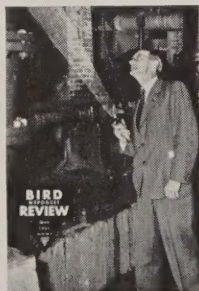


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On the Cover

Flashlight in hand, the Safety Engineer checks on likely trouble spots. Sprinkler heads are not very large, but they are extremely important. Here Frank Eisenhower throws his flash beam on one. He looks for corrosion, leakage and accumulation of foreign matter which would influence the speed with which the sprinkler would let go in case of fire. For a typical day with the Safety Engineer, see pages 2-6.



the Question Box

Note: No question cards have been enclosed with the last two Reviews. The Review has already received more questions than it could answer for the next month or two. However, questions are still welcome. A piece of plain paper is just as good. All questions will get the same amount of attention, whether they are written on the printed card or on just an ordinary piece of paper.

One more thing: The original offer still holds good. You can sign your name or not as you please. The only requirement is that questions shall be of general interest and not confidential in nature.

Why is it that from 1948 to 1950 there was almost a 200% decrease in profit on sales which only decreased 20%?

Generally, when sales decline, profits decline also, but at a faster rate. The reason for this is that many of our expenses such as insurance, real estate taxes, salaries and depreciation remain about the same even though the amount of business done might fall off considerably. However, other factors enter into the picture, such as the relationship of selling prices and costs which was not as favorable in 1950 as it was in 1948. In other words, even without a reduction in sales, 1950 profits would not have equalled 1948 profits, because our selling prices had dropped more than our costs including taxes.

The actual figures show that sales were reduced by 23.1% from 1948 and profits were reduced by 59.9%. Another disturbing influence on 1950 profits was the strike which curtailed production from August 31 until November 18.

Why not have a craftwork and hobby page in the Review with pictures of the craftwork done by employees?

The Review has already run many stories on hobbies and crafts of individual employees. While this has never been set up as a monthly feature, we usually run several such stories in the course of a year. Also, several years ago, the Bird Club ran a Hobby Show at Bird Hall. This was given full publicity in the pages of the Review. We have never attempted to run a continuing series of articles on any one hobby or craft because interests differ so greatly among the 3,000 workers in our plants and offices.

In your last issue you stated that 30.2% of each sales dollar went for salaries, wages, etc. What percent of this went to the actual hourly paid employee?

Hourly paid employees received 20%, salaried workers including salesmen received the remaining 10.2%.

(Continued on page 25)

BIRD NEPONSET REVIEW

Vol. 39 No. 5

May 1951



Published for the employees of Bird & Son, inc. to promote good service, good business, good will

Editorial Office at East Walpole, Mass.

Plant Locations: East Walpole and Norwood, Mass., Phillipsdale, R. I., Chicago, Ill., Shreveport, La. and Glenwood, Ark.



EDGAR M. GROUT	Editor
ELEANOR M. GARLAND	Assistant Editor
WALTER H. HARTIG	Photographer

ADVISORY BOARD

BENJAMIN D. ROGERS

CREIGHTON HILL

MARY MCCARTHY



East Walpole Plant in 1893.

East Walpole Plant
1951



What Makes the Difference?

TOOLS!

Bird paper makers of fifty years ago worked from dawn to dusk to produce a few tons of paper each week.

Today paper makers on our paper and felt machines in East Walpole, Phillipsdale and Shreveport produce several thousand tons a week, and with far less physical effort. Production of all Bird products runs to more than a million tons annually.

Better tools — that is, machinery and plants — is what makes the difference.

Almost \$10,000.00 — \$9,482.49 to be exact — is invested by Bird & Son in plants, machinery and working capital for EVERY worker on the pay roll.

That's what it costs to provide a job for you and me today.

It's easy to understand the investment in plants and machinery. What about "working capital"? It's the money invested to keep us in business. It's funds for future wages and salaries, money tied up in materials in process or finished goods in warehouses, it's money owed us by customers. Working capital is just like the coal in your cellar, the supplies in your pantry and the money in your pocket, which you need to run your home.

That \$10,000.00 invested for every employee comes from money invested by more than 2500 stockholders and from money earned by Bird & Son in previous years and ploughed back into the business to make better production and more production.

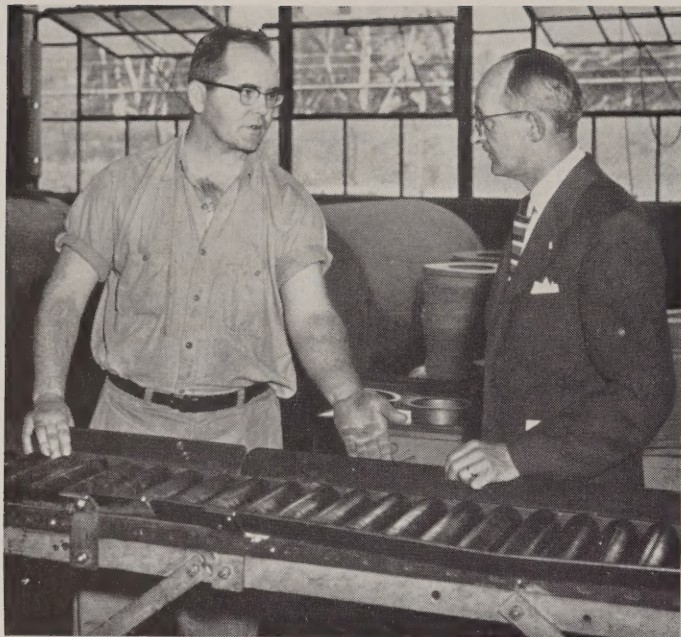
Ten thousand dollars invested for each of us 3,000 employees is a lot of money. It's the reason why jobs today are so much better than jobs of fifty years ago. It's the reason why we can earn far more and live far better than grandpa did fifty years ago.

With the SAFETY ENGINEER

WHEN the Safety Engineer starts off in the morning he never knows what will turn up. A member of the Review staff tagged around after Safety Engineer Frank Eisenhower one day to see what his job is like. These pictures by our staff photographer show everyday occurrences during his working day.

Always he has his eyes open, looking for trouble *before it happens*. He must be forever checking, noting, discussing, observing, reporting. Responsibility for the lives and property of Bird & Son people rests squarely on his shoulders. He covers our Massachusetts and Rhode Island plants in person and keeps in close touch with the safety problems at all the plants.

Our Safety Engineer is not an unhappy man in spite of all this. He likes his job.



ABOVE: The Safety Engineer talks with every person in the Massachusetts plants who has had an accident, to see how and why it happened. Frank Eisenhower emphasized that he does not blame the employee. His job is to see that that particular accident never happens again. Here with the Safety Engineer, right, is John M. Down at Flooring Finishing. Actually, Mr. Down had not had an accident but wanted to discuss a suggestion with the Safety Engineer. He consented to pose as the accidentee to illustrate this part of the safety man's job.



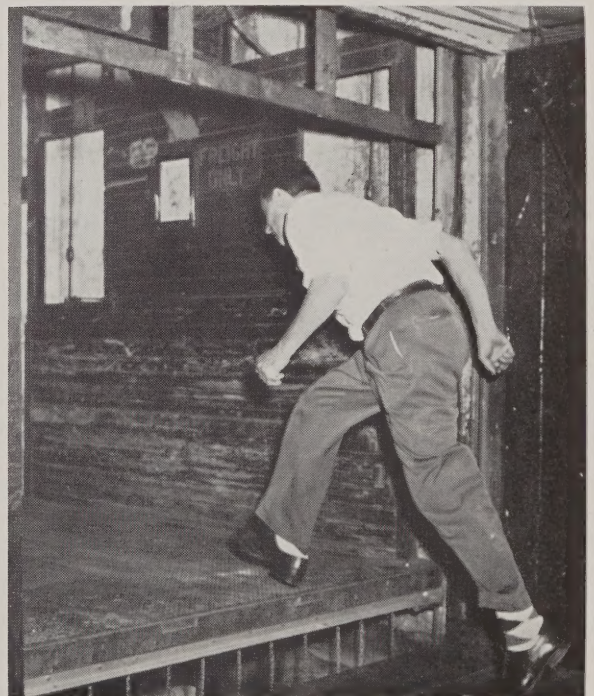
LEFT: One of the strongest promoters of safety equipment is, naturally, the Safety Engineer. He himself always wears safety shoes on the job. Here he is taking a look at Joe Jarlis's safety goggles. One lens was badly smashed when Joe, who is a Gang Boss in the Boiler Room, was knocking clinkers off the furnace wall. A big chunk jumped out and landed where Joe's eye would have been without goggles. For men who neglect to wear their goggles, Frank Eisenhower uses the glass eye treatment. He pulls an artificial eye out of his pocket and asks them if they'd like to have one.

THE SAFETY ENGINEER doesn't have to go looking for this sort of safety hazard. It stands out like a sore thumb. It probably happens because everybody "lets George do it" — the cleaning up, that is. Frank, who often acts as go-between for management and the employees, points out that conditions like this are the fault of both the workers and the bosses. Fortunately conditions like this are very rare — but this one did happen.



BELOW: While talking with the Review reporter about the value of safety shoes, Frank Eisenhower said he had something in his files he would like to show us. He pulled out a memo, as follows: "I am writing this memo to you as I thought you would be interested in my safety shoe experience. Last week while piling kegs of nails on a skid, a keg slipped and fell on my right foot. It landed squarely on the safety cap but didn't injure my toes in the least. I feel that my safety shoes have paid for themselves many times over." John Gnecco, author of the memo, shows what happened.

THEY DON'T DO THIS if they see the Safety Engineer first. His friends may recognize Amedio "Bobby Coons" DeFlaminis as the elevator hopper in the picture, but he was acting for the cameraman, the same as John Down on the opposite page. Posted on all company elevators are Elevator Rules, No. 3 of which says "Don't get on or off while car is in motion."



Bird & Son Safety Committees

(Pictures on opposite page.)



THE SAFETY ENGINEER can rest easy as he hikes up through the Paper Mill Yard and notes that lift trucks with loads like this have "roofs" over the driver's head. Driver Paul Basilici rests easier too.

Working with the Safety Engineer are supervisors and hourly workers who make safety a part of their job.

Peter Costello, Mike Uzdavins and Perley Mudgett. Back: Fiorino Felici, Jarl Johannson, James Mulkern, Vernon Rafuse, George Bassett, Albert Gilmore, James Grazado and Salvatore Delsignore.

TOP: CENTRAL SAFETY COMMITTEE, which meets every month at East Walpole. Seated, from left: Frank Massey, Robert Holman, George Smith, George Blair, Arthur Colburn and Lawrence O'Rourke. Standing, A. W. Smith, chairman; the Safety Engineer, and Frank Sutherland. Other members of the committee include: R. L. Tupper; the committee's secretary, Merle Belcher, R. A. Wilkins, John Burke, E. L. Chamberlain, Oscar Lambine, H. E. Sawyer, Jr., R. M. Wight, D. S. Lowry, P. I. Knight, and Roxy Coburn.

SECOND ROW

EAST WALPOLE MAINTENANCE (left): Maurice Hanscom, Carlton Raymond, Matthew Naughton and Edward Geraghty.

CHICAGO PLANT (center): Raymond Gusick, Joseph Durkin, Walter Wiggins, Anthony Soltan and Robert Julian.

NO. 2 BOX SHOP (right): Anthony Montisano, William Duquette, Edward Scanlon and William Grinavic.

PHILLIPSDALE (right): Front, Frank Moreira, Joseph Alves, Alfred Hammond, Charles DelValle, John Arruda and Joseph Wynne. Back: Manuel Alves, Joseph Simkevich, Manuel Silva, Henry Dutra, Pete Perry, Tony Vargas, Philip Hoard, Philip Gordon, George Condry, Tony Amaral, Herbert Chamberlain, Leslie Howard and Enar Peterson. Secretary of R. I. Plant committees, D. S. Lowry, took picture.

LAST ROW

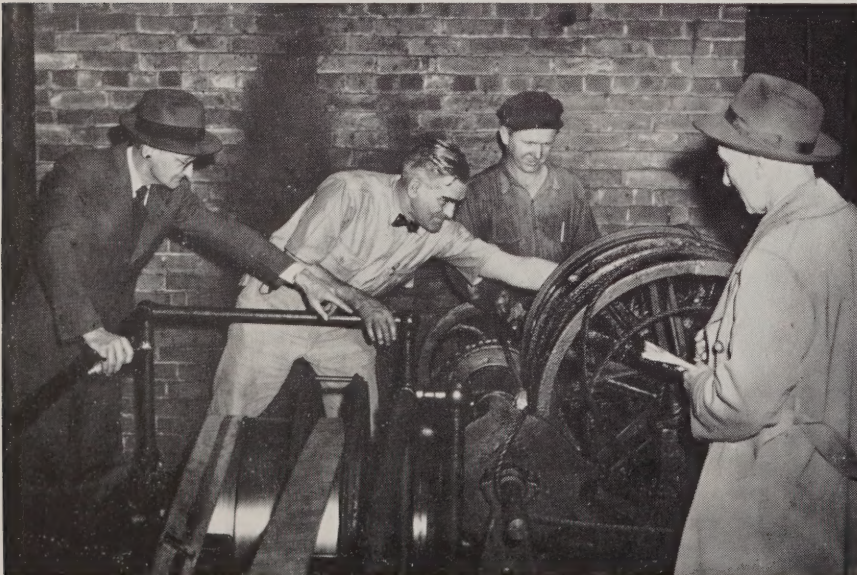
NO. 1 BOX SHOP (left): Benjamin Baranowski, Jack O'Donnell, John Locke, Louise Conti, Howard White, Agnes Fraser, William Sundquist, James Loring, Romeo Valerio, Vincent D'Espinosa, Charles Desmond, Earl Boyden and F. R. Meyer.

FLOORING PLANT (right): Leo Lamminen, Bartley Coyne, Louis Coburn (at table), William O'Donnell, Walter Mazeika, Fred Baker, Albert Hayward (standing), John Woloshyn (at table), Angelo De Flaminis, Thomas Folan, Benedict Devine, Michael D'Espinosa and Philip Muehlberger.

THIRD ROW

PAPER MILL (left): Front row, Chester Grusheski, Ernest Oakes, Octavius Venterosa,

Note: Members are absent from several of these groups because they were not working on the shift when the pictures were taken.



LEFT: Inspectors from the outside regularly visit the Bird & Son plants. Here Al Meyer (bow tie), elevator inspector from F. S. Payne Co., Boston, on one of his monthly calls works on elevator cables that have become fouled on the drum. Arrow Mutual Insurance Company's Earle Hunt (right) had called in to check with our Safety Engineer and watches proceedings. Observing the elevator specialist is Frank Paine, East Walpole Maintenance, who will make the necessary repairs.



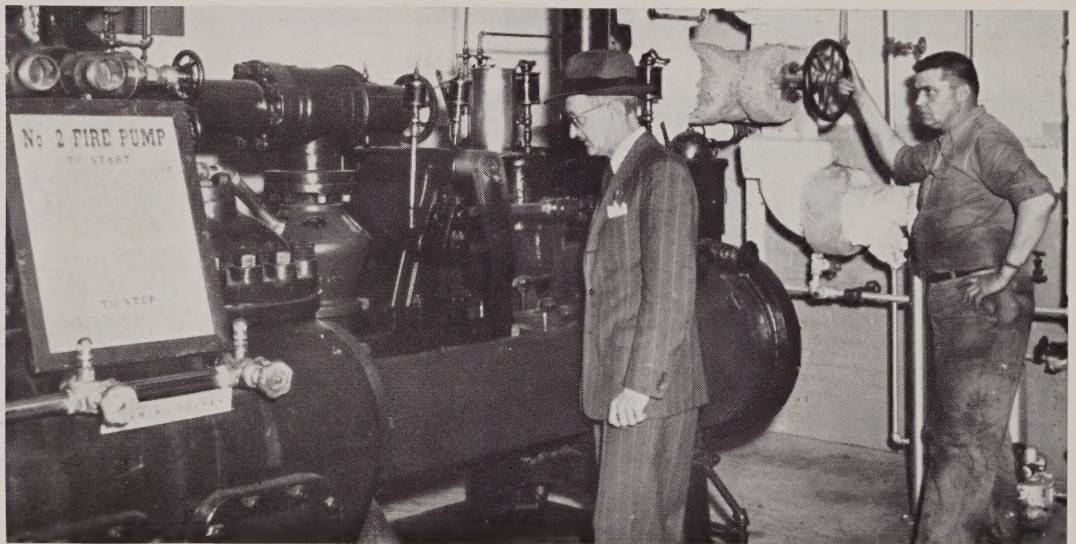


With the SAFETY ENGINEER

(Concluded)

FOREMAN, EMPLOYEE AND SAFETY ENGINEER talk things over. On a check through No. 1 Box Shop, Mr. Eisenhower stopped to discuss a hazardous condition with Agnes Fraser and her Foreman, Benjamin Baranowski. After going over such a problem, the Safety Engineer later on at his desk makes out a report, sends it along, and then follows it up to see that something is done. He encourages all employees to ask their Foreman or him about potential dangers and is particular to see that every new employee understands the hazards of his own job.

FIRE is another concern of the Safety Engineer. As in the case of accidents in the plant, he is also subject to call at any time for fires. Once every week, year in and year out, the great pump at East Walpole is tested — just in case. Francis Gilmartin from the Power Plant tries it out as Engineer Eisenhower watches.



S a f e t y

Is PART OF EVERYBODY'S Job

Chemist Frazier Is New Chicago Chief

NEW Chief Chemist at Chicago is Donald E. Frazier, formerly Chemist at the Norwood Roofing Plant. Mr. Frazier succeeds Erich Gach, who held this post until his sudden death this spring.

Mr. Frazier takes over his new duties with a wealth of experience behind him. A native of Norwood, he graduated from the University of Maine, class of '33, with a degree in chemical engineering. That summer he started at the Norwood Roofing Plant on No. 5 Machine and the following spring was transferred into his own field in the Laboratory.

As a Chemist at the Roofing Laboratory, Don Frazier pioneered in work on coloring granules. This was at the time when Bird & Son was one of the few roofing manufacturers to have its own granule plant. In connection with his work, also, he was sent by the company to study at the Harvard Graduate School of Engineering. He has covered several special assignments and has acted as assistant Chief Chemist in the absence of the Chief at the Laboratory. He is technical representative for Bird & Son in the Insulating Siding Association, whose conference he has just attended last month.

During the war, enlisting as a private in the Army Medical Corps, Mr. Frazier transferred to Chemical Warfare Service and rose to rank of



major, the rank he holds in the Reserves.

Many of Don's friends know him better as a musician or a dog fancier than as a chemist. He is an accomplished pianist, and while he was stationed at Edgewood Arsenal during the war he organized and played in two orchestras. Dachshunds are Don's long suit in the canine line. His prize winners made their appearance in a Review hobby story a year ago.

Don and Mrs. Frazier, the former Lilyan Paquette, who used to work in East Walpole Accounting, lived in Westwood until the time of Mr. Frazier's promotion.

New Label on Rugs Shows Color Photo

IT'S the customer who keeps us in business we always say. He—or she—is the person we've got to please. Step toward getting and pleasing more floor covering customers is the spanking new label now going on the shipping tubes of Armrolite and Standard Weight rugs. Feature of the new label is a true-color picture of the rug contained inside.

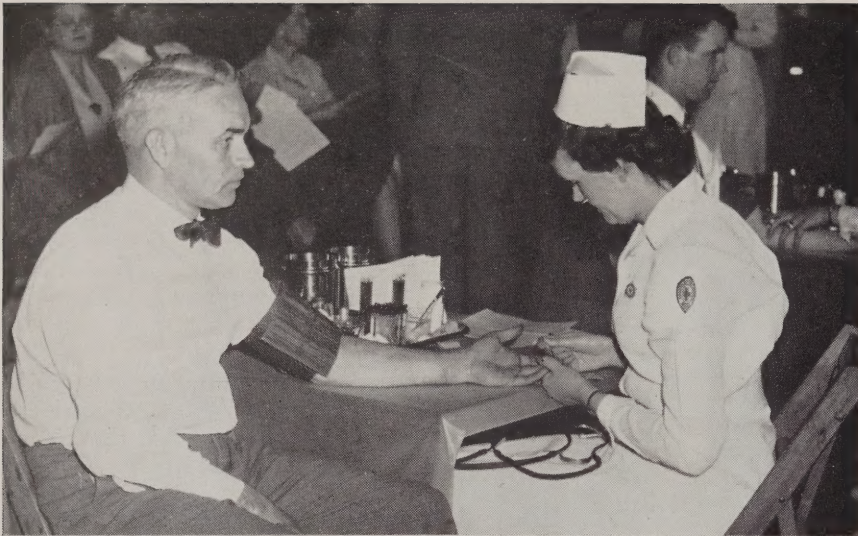
For some time many stores have displayed our rugs by removing the top half of the shipping tube. One convolution, or roll, of the rug was thus displayed, exhibiting color and pattern. Many people connected with selling, however, did not feel that this cylindrical view gave the customer a very complete idea of how the pattern really looked.

The new label placed on the lower half of the tube shows a 6x8 lithographed print of a corner of the rug, including border. Now the Bird rug-for-sale shows both a rolled-up section of the actual flooring and a matching picture of a corner of the rug as it will look on the floor.

Flooring Sales is really pepped up about this new sales aid. It cost money to have these labels printed with exact reproductions of our patterns on them. But Sales believes the investment is well worth the price in bringing more business to Bird & Son.



STUDENTS IN A BUILDING COURSE at Weymouth Vocational School visit Bird & Son. Salesman Lou Harriman, extreme right, and the Rhines Lumber Co. of Weymouth were responsible for planning the field trip for these boys, who are already building houses as part of their high school work.



ABOVE: The first step is registration and testing, to see if donors are in condition to give blood. Daniel Delaney, Foreman of the Shipping Department, No. 2 Box Shop, has his finger pricked by Nurse Margaret O'Brien.



LEFT: Francis Nevins, Gang Boss at Flooring Shipping, takes liquid from Mrs. Arthur Connolly, just before giving blood.



BELOW: Frank Reynolds, Director of Research, is the donor. Nurse in attendance is Eve Kelly of Dedham.

Blood Donor Day

Bird & Son employees join their neighbors in putting over a Red Cross program.

WALPOLE citizens rallied to the town's Red Cross Blood Donor Day on April 27. They served on committees, went out getting their neighbors to pledge a pint of blood, worked as aides, in the canteen, and on the day nearly 200 of them showed up to give their blood.

Among these were many Bird & Son employees and members of their families.

The Review takes pride in citing the employees of this company who live in Walpole and who in some way helped to collect blood to save a life. The blood donors and all who assisted in the program deserve a lot of credit.

Solicitors

Working under Blood Program chairman Roland F. Peterson of Bird Machine Co. were a committee of twelve. Two of the members of this committee were Nelson Bartlett and William Stillman. These twelve each had a number of solicitors, who in turn canvassed their neighbors. Solicitors, the salesmen for the blood program, included these Bird & Son people or members of their families:

William Carr	William Murphy
Roxy Coburn	Allen Seaver
Earle Davis	Richard Sprague
Ethel Duncan	Mrs. Augustus Smith
John Glebus	Mrs. Roy Springer
Julia Kucab	Nancy Sutherland
Lawrence Lindblom	Mrs. Lester Tarbell
E. T. Mingles, Sr.	Fred Turco
Thomas McDavitt	Mrs. Frank Verderber
	Mrs. Arthur Wise

Donors

Donors who came to give their blood on the appointed day included from this company:

Daniel Adams	Lawrence Lindblom
Benjamin Baranowski	Henry Mattson
Nelson Bartlett	Thomas McDavitt
Martin Bowers	Arthur McKenna
Arthur Colburn	Perley Mudgett
Earle Davis	Francis Nevins
Daniel Delaney	Victor Plosinski
John Glebus	Frank Reynolds
Henry Gotovich	Orville Spinks
Charles Hall	Brenton Steele
Oscar Lambine	Lester Tarbell

Fred Turco

Serving the Red Cross on the records committee were Carolyn Delaney and

Marjorie Sutherland, employee's daughter. Mrs. William S. Jackson, Vice-Chairman of Volunteer Services for the Walpole Red Cross, was active on this special day, as was Mrs. William Pratt, the former Bethco Chandler, then industrial nurse at Bird & Son, and now Director of Nursing Services for the Walpole Chapter. Mrs. Marshall Lee, R.N., and Mrs. Hubert White helped the bloodmobile staff from Boston. And the following Bird & Son wives assisted in the canteen: Mrs. Joseph Erker, Mrs. John Locke, Mrs. Roy Cooper, Mrs. William J. Quinn, Mrs. Arthur Connolly, and Mrs. Gordon Wilson.

Local 1330 Joins U. P. A.

IN balloting which took place at the East Walpole Plant on April 26, Local Industrial Union 1330, CIO, polled a majority vote in favor of joining the United Paperworkers of America, CIO. This is the international group of which the Norwood Roofing Plant Local 896 is already a member.

Previous to this vote, the East Walpole local was affiliated directly with the national CIO headquarters.

Ted Covey will be the representative of the United Paperworkers of America for this local. It is expected that the new charter will be received shortly, possibly before this issue is printed.

Set-Up Announced for Plant Defense

ALBERT W. SMITH, Personnel Services Manager, has been named Plant Control Director of Civilian Defense for the Norwood and East Walpole Plants of Bird & Son, inc. Serving with him in charge of each of the local units are Robert C. Holman for East Walpole; David Fleming, Norwood Roofing Plant; Leo Bernier, Norwood Flooring Plant; and Arthur V. Wilson, Main Office.

Early in 1951 the local units of civilian defense in Norwood and Walpole notified Bird & Son that a plant protection service was being set up and asked the company to name its chairman, to be known as "Plant Control Director". Immediately after this request Director of Personnel Creighton Hill appointed Albert W. Smith.

As far as plants are concerned the Civilian Defense program will break



REFRESHMENTS are served by Red Cross canteen ladies. Relaxing here after contributing to the cause are Mr. Delaney again and Dan Adams, Chief Chemist, Research.

down into three general groups of services:

1. Protection
2. Medical and Health
3. Welfare

The Bird & Son committee at its first meeting decided that the most important activity to organize immediately was First Aid. Our Fire Brigades are already well organized and can easily take on additional training and duties as fast as instructions are received from local and national defense headquarters. Safety Engineer Frank Eisenhower has just completed a refresher course in First Aid instruction which makes him a certified instructor. First Aid classes in all the local plants will be organized under his direction as soon as arrangements can be made.

The purpose of Civilian Defense, of course, is to be adequately prepared in case of bombings or other war activities. Neither Walpole nor Norwood is large enough industrially to be a bomb target, but both communities are near enough to the Boston area to feel the effects of any bombings there. It seems likely that the chief function of our two communities in any disaster would be to furnish effective relief services to the bombed areas. For this reason the committee is concentrating first on adequate training in First Aid. First Aid is always needed in peace or war. The more well trained First Aiders we have in our plants the better off we will be in respect to our own safety program as well as Civilian Defense. Effective First Aid teams and Fire Brigades will serve as our first line of defense in any

emergency. These two programs are being strengthened immediately. Other defense activities will be added as fast as instructions come through from the local headquarters.

Chairman of Plant Protection for all of Norwood is Harry Howard, and General Chairman of all Civilian Defense activities is Gordon Woodberry. In Walpole, Plant Protection is in charge of John Peebles and the General Chairman of Civilian Defense is Willis Hoyt.



IN KOREA, Pfc. Walter A. Valentine operates a lift truck at the Fifth Air Force 4th Fighter Interceptor Wing. His father is Edward Valentine, Tow Motor Operator at No. 1 Box Shop Shipping.

— U. S. Air Force Photo

Milling Around

MAIN OFFICE AND SALES

JULIA SMITH DOROTHY McELENY
SABINA COSTELLO JULIA LEWIS
LOUISA GRAHAM WILLIAM GRAZADO
RAYMOND CASE MARY McDONOUGH
PAT McDONALD

Ben Taylor displayed his handiwork in wood when he brought in a neat sorting tray made of plywood for use in the Purchasing Department. The finished appearance showed that thorough workmanship which characterizes Ben's efforts in all his endeavors.

Eleanor Murray, Accounting, and husband James, Roofing, have a new '51 Pontiac club coupe.

Edythe McMullin, Billing, revels in her recently acquired Dodge sedan. No more waiting for buses and their like!

Bob Garner has been elected a director of the Norwood Cooperative Bank.

Mary Giardino is welcomed to the Addressograph Department, on transfer from the Box Shop.

Two newly licensed operators of motor vehicles: Barbara Hanks of Stenographic, new part-time "hello girl", and Eleanor McClintock of the Mail Room.

Patricia Curran was married on April 7 to David Crowley of West Roxbury at St. Mary's Church, East Walpole. A reception followed at Baker's Knotty Pine, Wrentham. Following a wedding trip to the West they are living in East Walpole.



SEND-OFF BY THE NEPONSET CHORAL SOCIETY. When their first accompanist, Walter "Rocky" Rockwood, left, was transferred to a new job selling in the Middle West, members of the Bird Club's glee club gave him a party, a set of golf clubs and their best wishes. Right is Chet Porter, chorus chairman, saying "good luck" from all.

Anyone interested in gallstones? Sabina Costello, whose gallstone was lately brought to light at the Norwood Hospital, has an exceptionally fine specimen she would be glad to show off. Hurrah for Sabina! Sister Helen says she's doing fine.

The Bill Wakefields are the proud parents of a daughter, Nancy Louise, born April 23 at the Norwood Hospital. Bill twisted the colonel's arm and got nine days' leave to come home from Fifth Army Headquarters in Chicago, where he is stationed, to admire the new arrival. Bill and Ilione also have a son, David.

New Flooring Salesmen include: Walter W. Wright, headed for Southern California territory; Douglas L. Duncan, to Denver territory; Frank D. Martin, to Texas; and Arthur W. Wright, training temporarily here at headquarters.

Welcomed to Advertising is Mrs. Frieda (Fritzie) Bowen.

Tom Sullivan, Tim Sullivan and "Skip" Boiteau called in at home base (Flooring Division headquarters) recently.

Some years ago Velma Cobb was hired as a temporary employee in the Credit Union. Now that she is wearing a diamond, third finger, left hand, she will prove that, after all, she was only temporary. Velma's fiancé is Ray Wilson, who hails from the State of Washington.

The Office was shocked Friday afternoon, May 4, to learn of the sudden death of Flooring Salesman Ray Allen. He was killed in an automobile accident in Louisiana.

New after-school girl in Flooring Sales is Adeline Gazerro.

Herbert Church of Accounting spoke the fateful "I do" on April 11 and is still wearing the smile that won't come off. Good luck from all of us to you and Ruth.

Flossie MacDonald can now be seen "burning" up the local highways in her very own car, with her new driver's license tucked away in a safe spot.

Anne Lindsay's early tan was acquired under the warm Bermuda sun on a two week's vacation there with Alice DiRienzo of Warner-Watson. Assisting them to the boat on the passage out from New York were Pat McDonald and Hilda Rafuse, who drove them down and stayed over for a short visit.

While Merle Belcher was in Florida on vacation she received word that she passed her Power Squadron exam. She and Bob Garner were two of the Bird & Son people who came through the exam o.k. and now can tell you anything you want to know about piloting, seamanship and small boat handling. Getting back to Merle's vacation — she gave her friends an awful fright by flying to Havana just about the time of the plane crash over Key West.

Irene Iafolla has left us for full-time household duties. Her department took her to lunch and said farewell with flowers and a gift of money.

Among the multitudes who saw MacArthur welcomed in New York were Pat Conolly and Agnes Hefferan.

Charles A. Sumner was elected a director of the Boston Credit Men's Association, term ending 1954, at the annual meeting on April 24 in Boston. Charlie and Herb Schaier were both committee members for the 55th Annual Credit Congress, May 13-17, in Boston. The Boston Credit Men's Association, of which Bird & Son is a member, was host this year for credit men and executives from all over the country.

Catherine Walsh, new girl at Bird & Son's New York Office, is the young lady whom Arthur Wilson was squiring about the Main Office the other day. After she had visited the offices and met lots of people here in East Walpole, Julia Lewis took



ALL DRESSED UP and with a ribbon in her hair, this is Shelia Mary Barton, 14-months-old daughter of George Barton, No. 3 Paper Machine.

Miss Walsh in hand and they "did" Boston — Durgin Park, the Hill, the Common, Public Gardens, and so on. Her predecessor, Helen Zimmermann, has left to be with her family overseas, where her husband will have a new position.

Nancy Fleck was given a party by her department on May 9 in honor of her approaching marriage, May 19, to Albert John Curtis, Jr., of Rochester, New York. The dinner at the Lord Fox was a great success all the way from one of Henry Davis' inimitable speeches, to excellent food, pleasant company (including Annabel Smith), and a particularly charming guest of honor, Nancy herself. They gave her a Mixmaster and their best wishes.

Welcome to Frances Fulton, Billing, who joined us April 16, and will continue temporarily after school.

Helen Benedetti left us May 4 to take up home duties. The Credit Department gave her a bottle warmer and diaper set and beautiful flowers.

Janet Doane has transferred to Credit.



THE HANNAS meet in Shreveport. Purchasing Agent Howard Hanna from Walpole was at the Shreveport Plant over Easter. His son, Air Force PFC Jim Hanna, was stationed at Kelly Air Force Base, Texas, not so far away as distances are measured in the Southwest. So, with the aid of a three-day pass, father and son had a short reunion.

Reporter Case announces new desk location on the aisle. With this new handy spot we should have even more scoops.

PAPER MILLS

THOMAS FLOOD	PETER GLEBUS
EDWARD GERAGHTY	CHESTER AMBRUSKEVICH
FRANK NYBORN	CAROLYN DELANEY
EDWARD WISNIEWSKI	NINNETTE PETRONI
EDWARD POWER	ELNA GOTTBERG

The Machine Shop had a new kind of Tag Day last month. There were parking tags for nearly every member of the shop.

Leo Burns has a new son, born April 17.

Marion Thomas Kelley has left us to be at home. Best of luck, Marion, and don't forget to drop in some time to say hello.

Congratulations to Euplio "Abbie" Puopolo and to Nick Nikituk, who have completed thirty-one years of service.

Walter McGrath, Finishing Mill, is the proud owner of a '47 Ford V8.

Bernie Walker has recently been on vacation in Florida. He is also the owner of a handsome new Olds.

Another new car is Bob Holman's Chevrolet.

Mary Brady enjoyed her vacation, spent quietly at home.

NO. 1 BOX SHOP

JOHN P. WALSH	LORRAINE REARDON
RAMONA CHICOINE	EDWARD PADUCK
CATHERINE BELLEW	KENNETH HOUGHTON

Rachel Domet was married April 22 at St. Catherine's Church, Norwood, to Paul Pasereski of Hyde Park. They will make

their home in Dedham. Ray's sister, Margaret, of No. 2 Box Shop cafeteria, was bridesmaid.

Eddie Cisternelli has left for a job with Uncle Sam. Everyone misses Eddie's wonderful smile, but we know he'll do o.k. in the Army.

Congratulations to Al Breen, who took the fatal step on May 5. His bride is the former Mary Byrns of Providence.

Vacations have begun. Charles Haak returned after two weeks fishing. Anthony Samson and Melvin White were next on the list in the Solid Fibre Department.

Boys will be boys. Charlie McTernan has sent away for a Hop-a-Long Cassidy gun and Alphonse D'Amico is getting a Gene Autry firearm. They're tough hombres, so beware!

Minor Miracles: Audy Wall got a 1951 sticker.

Ed Thomas is welcomed back to the Box Shop after 18 years. He had worked in the Solid Fibre Department back in 1933.

John Bennett is a proud new father. Congratulations.

Anyone interested in buying bait see Francis Whitty as he has been digging worms for a month before the fishing season opened.

Earl Boyden recently spent a week-end in Salem, New Jersey.

New cars: Vince D'Espinosa, a '51 Olds, and Warren Eisner, a '51 Mercury.

NO. 2 BOX SHOP

BARBARA COYNE	JOHN MCGRATH
A. D. SMITH	BERTA WHITE

Ernie Fields, who was on our sick list, is back looking himself again. Glad to see you.

Everett Seavey enjoyed a trip to Washington.

Russell Tupper had a fine trip to Kentucky on his spring vacation. Although they left before the Derby was run, they had seen while in the Blue Grass country one of the horses which was entered in this famous race.

Guy Hoyt has been in New Hampshire at the new set-up station in Manchester, leading the life of Riley, we are sure. Hope you don't stay too long, Guy.

We are glad to learn that Mary Cofsky has gotten her bicycle back from the repair shop in Boston. Mary gained two pounds while she didn't have the bike to ride. Girls, if you want to lose a few pounds, ride a bike.

Mary Giardino has left us to work for Arthur Wilson. We hope you will like your new work, Mary.

Early vacations: John Mitchell took time out to teach the worms how to swim. Joe Smelstor stayed around home with plenty to do. He was even thinking of taking up the job of housekeeper.

Arthur Hassler's mother passed away recently in Norfolk. She was 81 years old.

Raymond Dyer has transferred from Shipping to the Paper Mill Beaters. Raymond hopes some day to reside in Maine and be a gentleman farmer. (Hear the chorus of "Me too's," Ray?)



RECENT BRIDE was Connie Marzuolo of Box Sales, now Mrs. Carmen Lorusso. She and her husband are making their home in Norwood. Connie Marzuolo made a pretty bride as can be seen as she and her husband, Carmen Lorusso, pose on their wedding day.



THESE FOUR LITTLE LADIES are the daughters of Francis Forrest of Norwood Roofing Shipping. From top left, they are: Judy, 11; Kathy, 8; Mary, 6; and Diane, 4.

Robert Conant has transferred to No. 1 Box Shop. Bob has our best wishes and we are going to miss him very much.

ROOFING MILL AND OFFICE

ARTHUR MCKENNA	ROGER PERCY
LEONARD WEAVER	JOHN FOLAN
LOUIS SILVESTRI	VICTOR NARCISO
JOSEPH NEVINS	JAMES MURRAY
JOHN HUTCHINS	WILLIAM STEWART

There are a couple of brand new cars in the Shipping Department, George Kozak's Plymouth and Stanley Wasilaukas' Ford.

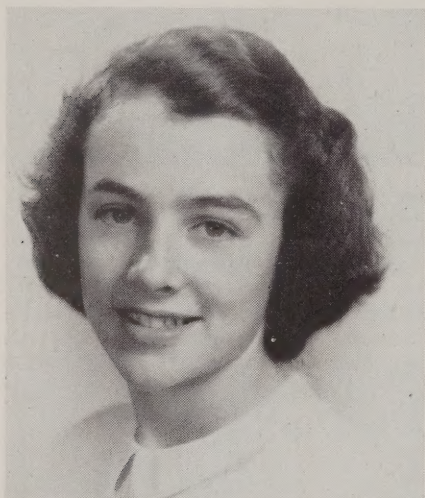
Father's Little Dividend named Margaret Catherine, 6 pounds, 11 ounces, was presented by his wife on April 15 to Jimmie Reynolds, also well-known as a pigeon lover. Little Margaret is their first child. Thanks, Pop, for the cigars.

After years of paying taxi fares, Bob Chappel has given in and becomes the owner of and taxpayer on a car, a Ford.

Charlie Demery cannot get home from work soon enough these days to give his new motorcycle a workout.

We extend our sympathies to Jimmie Berube on the loss of his father recently.

Welcome to Norman Olson of Millis, a Northeastern Co-op student, who is replac-



ENTERING U. OF MASS. this fall is Dorothy Jean McKenna, daughter of Arthur McKenna, Roofing Shipping. Dorothy graduated from Walpole High a year ago and has been working since then in anticipation of going to college. The McKennas also have a son, who in September will be entering his junior year at Brown.



BERMUDA HONEYMOON. Kenneth Cavanaugh, son of Anna Cavanaugh of No. 1 Box Shop, and his bride journeyed on their wedding trip to the beautiful "island of Easter lilies."

ing Harry Conant as routine tester in the Lab. Harry is taking a different position in a dyestuffs firm in Ashland.

Charlie Matthews has a '41 Dodge — runs just like a '50, he says.

James Smith dropped in to see the boys and looks very snappy in his Navy uniform.

Bob Ellis is sporting a '48 Pontiac convertible.

Walter Naff is home from the hospital, doing nicely after his operation.

The first vacation in Shipping was taken by Bert Bamford, who had a week off in early April for a much needed rest.

Our congratulations to Carl Peterson, Shipping, on the arrival of his second child, a daughter, on April 24.

John Korsun is at home recuperating from a severe illness. We wish him a speedy recovery.

We belatedly report that a 7-lb. baby boy arrived for Richard Carberry — named Mark Daniel — on March 16.

Another 7-lb. baby boy is reported. Edward Phelps, III, was born on April 8.

Both Messrs. Carberry and Phelps passed around the cigars.

FLOORING MILL AND OFFICE

BRUCE GRINDLE
JAMES CONNOLLY
CHARLES COBB
ROBERT TAYLOR
WILLIAM CHERRY

DOROTHY HAWES
JOHN GROVER
FRANK KARSHIS
STEPHEN WOSNIAK
LEO PADDOCK

S. F. CAVANAUGH

Fishing season was ushered in with a bang by Eino Manninen and his son. On opening day this pair of expert anglers reeled in 21 trout with Eino topping his youngster by three.

No, you're not seeing things. That's Willard Besaw behind the wheel of a "new" Chevrolet. It's hard to believe, but Willie finally parted with the Buick.

Bruce Grindle is the new reporter in Shipping, in case you have some hot scoops to pass along. He is taking over from Dick Ellis who has done a fine job of covering the Shipping Department for the Review.

Martin Connors has named his son Patrick Joseph. Sure, it's a name to be proud of.

Ken Pierce and all his neighbors breathe easier now that Johnny Down is a fire-fighter on the East Walpole volunteer force. We'll all be expecting Johnny to get in on the pinochle games during breaks hereafter.

Most of the fellows in the Finishing Room admire Francis Gotovich's whistle — with reservations.

Rita Connolly says it's indeed a small world. While she and friend Frances Lydon of Norwood, on vacation in Jamaica, British West Indies, were walking along the streets of Montego Bay, they met another woman from Norwood, Mass., Jenny Clem, sister of Frank Clem, also of Flooring. The girls had a wonderful trip the last of March, flew all the way, and spent a week at Kingston and another week at Montego Bay. At this latter city they visited Miss Lydon's sister, Sister St. Thomas, formerly of Norwood, who is a Sister of St. Francis engaged in missionary work. Rita and Frances said

air travel was much less terrifying than the wild ride they took with a native driver from Kingston to Montego Bay. He not only insisted on driving on the left-hand side of the road, but seemed to think he too was flying a plane.

George Jackson was really worried recently. He locked himself out of his newly acquired Ford.

Pat Haste and Sis Murray traveled with a group of Tri-Mill shooters to the Canton Hospital School. Although the Bird team lost the match to the school's rifle team, Pat was high scorer with a 92 out of a possible 100. Footnote to this story is that Larry White coached both teams. He took quite a ribbing when his Bird team lost to the youngsters in Canton.

John Vlahos, Spare Man in Undercoat, has a new nickname, "Golden Greek."

Joe Ferranti is a very happy man since his wife arrived from Italy.

Everyone is talking about gardens and how big the flowers and vegetables are they grow.

New arrivals:

A son to Egnazio Annese, April 13, weight, 7 lbs., 13 ozs.

A son, Junior, to John Spierdowis, on Easter Sunday.

There isn't anything like a horse and buggy ride for an afternoon of relaxation. At least John "Little Mac" MacDonald and Frank "Bull Whip" Townsend so state. Their Sunday trips jogging along behind John's horse include the towns of Sharon and Foxboro in hopes of meeting pal Felix Counter to make it "three men and a horse."

Russ Richall's youngest is Mary Ellen. How about a picture of the family?

Andrew G. Hazlett and the Mrs. celebrated their 23rd wedding anniversary with a fine time at Glockner's in Bellingham.

Big John Aviznis is an avid fisherman. He's gone now from ice fishing to trying the ponds and streams, always carrying a good "line" with him.



RITA CONNOLLY, right, of Norwood Floor Covering, and friend Frances Lydon of Norwood, are snapped at Montego Bay, Jamaica, B.W.I., where they vacationed early this spring. (See story in Flooring Notes.)

Charlie Cornelia—you guessed it—took in another ice show, the Ice Chips this time. He hasn't missed a good skating show in years.

Bill Boyd reports a Spartan TV set keeps him home for the best of entertainment. He's a baseball fan too.

Item from the Paint Room says Steve Wilson has a brand new Plymouth. The roads to the Cape are still inviting.

Frank Miloszewski also has a new car for himself and the Missus.

Joe LeBlanc is the official gardener of the Paint Room. He has started flowers growing outside the department office.

Rudy Nordstrom, a member of the Naval Reserve, has been called to active duty as a Demolition Expert, First Class.

Water rescues started early this season with Tom Flynn's pulling an old man out of the waters of Willett Pond on April 1. Tom and a companion rowed out and hauled

the man in as the latter was swimming around following the capsizing of his sailboat.

Jesse Walker had so many compliments on the pictures of his four smiling little girls in the Review that he was beaming for days.

Such an awakening of interest in golf has seized the Finishing Department that several fellows went to a driving range. Gus Sacre and Roger Dunham took the honors, but only because Harry Mott was absent.

Anyone having car trouble, see Rebel Sellers. He'll fix it so it'll purr like a kitten.

Larry White announces there is still room for new pupils in his rifle school.

Wedding bells will soon ring for Al Simaski.

Harold "Mouse" Watson, also a Crane-man, is about to take THE STEP.

Bowlers William Grudinskas, Leo Magnani, Joe Coyne, Robert Boulter, Evan Guard, Hilton Taggart and Ed Silva signed up to represent the Undercoat Department at the bowling banquet at Cappy's.

Harvey Hayward of the Print Machines has been out for some time, but we hope he will be back soon.

This reporter feels that the Red Sox again this year are proving that they cannot beat the Yankees. But Helen DeSavage has high hopes for a Red Sox pennant, using the same old excuse—you can't expect them to win every game.

Congratulations to George Bates and Jim Sullivan, both of whom have had recent additions to their families.

Marion Kissell, who has been building his own home, expects it to be finished soon.

John Delaney is back from Washington, D. C. What he and Harry said to each other, John's not telling.

Sign Now for Inter-Plant Shoot!

HOW would you shooters in Chicago, Phillipsdale, Shreveport, Bird Machine, Berry, Glenwood, Manchester and Auburn like to compete against riflemen from our Massachusetts plants?

The Bird Tri-Mill Sports Club is sponsoring a Postal Rifle Match, open to every man and woman employed by Bird & Son or affiliated companies. Standards for the match are set by the National Rifle Association. While the prizes aren't fabulous, they are trophies that anyone would be proud of. The club members hope that this match will be the forerunner of bigger and better events.

Any type .22 calibre rifle may be used. The range is fifty feet and a

sighting-in target and record target will be supplied to each entry. Targets can be fired indoors or outdoors and must be signed by a witness.

All that you have to do is clip out the entry form and return it through your company messenger or mail service by June 12. Send it to the Postal Match Committee, Bird & Son, inc., E. Walpole, Mass. An instruction sheet giving complete details (for winning first prize, of course) will be sent to you as soon as your entry is received.

Those employed in Massachusetts plants should send the 50c entry fee along with the form and indicate on the form if they want to fire on the range or have the targets forwarded to them. Those employees outside Massachusetts will receive their targets from one of the entrants who will be named

as plant chairman by the match committee. The plant chairman can call on other entrants to assist in planning range accommodations and collection of the entry fees.

The important things to remember are: Return the entry form today. Then after you have done your shooting, have your targets returned to East Walpole by July 3. (Don't score your targets. This will be done by the Postal Match Committee at East Walpole.)

As for the 50c fee, if you work in any plant outside Massachusetts, simply return your entry form. The entry fee will be collected by your own plant chairman.

Good luck and safe shooting!

The Committee

John McDougall
William Ivatts
William Mark
Lawrence White



TOP SHOOTERS in a marksmanship contest between a rifle team from the Massachusetts Hospital School and one from Bird & Son are Pat Haste of Flooring, standing, and Joe Dooling. The youngsters at the Hospital School trimmed our sharpshooters by 35 points.

ENTRY FORM RIFLE MATCH—POSTAL

To Postal Rifle Match Committee, East Walpole, Mass.

I should like to enroll in the Postal Rifle Match and agree to abide by the National Rifle Association rules.

Name _____ Dept. _____
(Please print)

I am employed at (check): ☐ Main Mill, ☐ Roofing Plant, ☐ Floor Covering, ☐ Bird Machine, ☐ Phillipsdale, ☐ Shreveport, ☐ Chicago, ☐ Glenwood, ☐ Berry Asphalt, ☐ Manchester, ☐ Auburn.

Shooting experience, if any:

For Massachusetts plant employees only:

- ☐ Entry fee 50c enclosed
☐ Will fire at range
☐ Will not fire at range, so forward target to me.



PURCHASING AGENT FOR CHICAGO is Harold W. Altman, who in this picture strongly resembles Head Purchasing Agent Howard S. Hanna. The pretty miss who assists Mr. Altman part-time in Purchasing is Joan Goulet.

Chicago's Purchasing Problems

WE in the Chicago Purchasing Department find our problems are to some degree identical with those of East Walpole and Shreveport.

While our job is to keep only a roofing and siding mill continually supplied, we too find any number of materials on the scarce list. Prime items are roofing nails, wire and metal containers. Metal items, many of them, used in plant maintenance are also extremely difficult to locate. All in all, the Chicago Purchasing Department has a busy day keeping our mill in the best possible operating condition.

Bulk raw material purchasing differs somewhat from that at East Walpole. All raw felt for Chicago is shipped from Shreveport or Phillipsdale. Slate surfacings come primarily from Glenwood, Arkansas, or Wausau, Wisconsin, with lesser amounts from Slate Hill, Pennsylvania; Poultney, Vermont; and Fairmount, Georgia. Since both of these items, raw felt and slate surfacings, are used in large volume, the shipping, expediting and receiving are of prime importance. Too much or too little at any one time can be very costly.

Coding, both as to ledger and commodity, is done in the Purchasing Department. Copies of each order are maintained by commodity in the East Walpole Purchasing Department as

well as at Chicago. All copies of invoices are received by Chicago, receiving copies are verified and attached to invoices in duplicate, okayed for price and forwarded to the Main Office Purchasing for final okay and payment.

Chicago Purchasing is a small, compact department. Yet it performs a vital function in the operation of the Chicago Mill.



GRADUATES OF FOREMEN'S COURSE. Six supervisors from the local plants, in company with men from twelve other businesses in the South Shore area, have been going to classes nights this winter at Thayer Academy in Braintree. Left to right are: John DeCosta, Earl Boyden, Roy Walton, Perley Mudgett and Robert Justis. The sixth man, Guy Hoyt, was away at the new Manchester Set-Up Station when this group was photographed.

Acknowledgments

To thank you for your kindness and sympathy at a time when it was deeply appreciated.

Richard E. Ready

This is to acknowledge with sincere thanks the kind expression of your sympathy.

The Simaski Family

To thank you for your kindness and sympathy at a time when it was deeply appreciated.

Margaret Owens
Richard Owens
Alice Jankowski
Helen Julian

To thank you for your kindness and sympathy at a time when it was deeply appreciated.

Lewis Jennings and Family

To thank you for your kindness and sympathy at a time when it was deeply appreciated.

Arthur Johnson
Albert Johnson
Stella M. Hayes

Gratefully acknowledging and thanking you for your kind expression of sympathy. Your cards and beautiful flowers were sincerely appreciated.

William Hassler
Arthur Hassler
Elmer Hassler
Lawrence Hassler
Elizabeth Gove

Your kind expression of sympathy is deeply appreciated and gratefully acknowledged by the family of Wallace E. Dutton.

Gratefully acknowledging and thanking you for your kind expression of sympathy.

Mrs. Charles McDonald
Mary McDonald
George McDonald

(Other Acknowledgments on page 19)



FAMILY COUNSELING by trained personnel is one of the Red Feather Services available to residents of Greater Boston, including those living near the Bird & Son Massachusetts plants.

Family Troubles?

ALL over the United States we hear about the Community Fund drive each year. We know this money is used to help people in need. But how many of us know that this "need" does not have to mean financial need?

There is one Community Fund agency around Boston, for example, that helps out people who have family troubles. Perhaps you know someone—or maybe you yourself are worried about family problems. The Fam-

ily Society of Greater Boston will help out anyone living in this area south of Boston. Its case-workers offer help with such difficulties as the behavior of a child, marriage, mental health, illness, old age, or budgeting.

This Red Feather agency has had a lot of experience getting families straightened out—it has been going for 73 years. Its individual counseling service is completely confidential. Last year almost 5000 persons were served

by the Family Society of Greater Boston. Speakers from the staff of this organization are also available to give talks or lead discussions before any group on topics related to family life.

Those who would like to make use of this community service may call JAmaica 2-1310 for an appointment for individual problem discussion. To arrange for a program, you can call CApitol 7-0920 or write to: Director of Family Life Education, Family Society of Greater Boston, 10 Derne Street, Boston 14, Mass.



CHICK CAMPBELL'S SON, George F., III, caused more of a stir recently than MacArthur when he hit Chicago—at least in the Campbell home in Chicago. George had been in the Pacific over two years.

Louis Is Shingle Pick-Up Champion

LUIGI CARRIERI (Louis Carrier to the boys in the Mill) has probably picked up more shingles than anyone else in the world. This information was brought out on the occasion of Louis' being presented with his Quarter Century Club pin in President Anderson's office recently. He has been doing the same job all his time with Bird & Son and it is estimated that he has picked up in the last 25 years 2½ million squares of shingles or 200 million individual shingles.

In honor of his anniversary Frank Lavorante fixed Louis up with a white carnation from his greenhouse. His fellow workers also surprised him with a gift of pipe and tobacco. The Shop Steward had a speech all prepared but it must have been lost in the shuffle. The general idea which all expressed was that it has been nice having Louis around and hope he will be around for some time to come.



BROOK TROUT were swimming around in these pails as Ted Knaus, Tri-Mill sportsman, rowed out on fish stocking day to get the streams ready for opening of the angling season. Ted works in East Walpole Maintenance.

PHILLIPSDALE

REXFORD H. SALISBURY
MANUEL OLIVER

DAVID S. LOWRY
ARTHUR TRUDELL

LESLIE E. HOWARD
ROBERT CROWLEY

Best Bowling Season Yet

THE best bowling season we ever had ended with a lively banquet held April 9 when all hands sat down to an unquiet time. The party started off with—so help me—the gang singing songs around the piano. Such singing has never been heard before or since, and could only be brought forth by such a festive occasion. After a very satisfying dinner, Paul Knight gave out the prizes. After a discussion regarding the use of the prize money, all settled down to enjoy themselves.

Manuel Oliver and Bill Queenan as usual did a very fine job with the arrangements.

Seven men—John Cyronak, Clif Soderlund, George Condry, Ed Roy, Armand Roy, Fred Matthews and Paul

Johnson, bowled every night. Five others—Bill Kanoski, Francis Hall, Tony McBride, Joe McBride and Paul Knight—bowled every night but one.

The final standing of the teams is as follows:

No.	Team	Won	Lost
3	Millwrights	60	48
1	Office	59	49
2	Machine Shop	56	52
5	Engine Room	54	54
4	Yard	51	57
6	Insul Board	44	64

Twelve men ended with averages above 100. The men making up this select group were:

John Cyronak	113	16/81
Bill Kanoski	106	42/78
Clif Soderlund	105	12/81
George Condry	104	25/81
Howard Inman	104	19/66

Matty Pino	103	73/76
Raymond Nolan	103	56/72
Bob Pearson	101	30/69
Gil Dias	101	30/75
Tony Amaral	100	36/63
Joseph McBride	100	33/77
Fred Pierson	100	24/60

The prize winners, in addition to the top two teams, were:

High Average	John Cyronak	113
High Single	Gil Dias	151
High Three	George Condry	367
High Three	Tony Amaral	367
High Team Single	Engine Room	584
High Team Three	Machine Shop	1592

On the last night of the season Tony Amaral tied George Condry for the high three.

Golfers Join League

BY this time the golf division of the East Providence Industrial League has started on its schedule. Bird & Son is represented by a team composed of Captain Bill Kanoski, Phil Gordon, Charlie DelValle and Fred Pierson. We understand Bill is looking for a fifth man to use as a substitute, and if anyone is interested, he should see Bill.

The first match on April 30 was with Kennecott. The schedule after that calls for a match with the YMCA on May 7, Abrasive Machine Company on May 14, and Green Brothers Box Company on May 21.

The soft ball team will have to get along without us this year. The boys aren't as young as they used to be.



PHILLIPSDALE'S TOP BOWLERS. Left: John Cyronak, the league's high man, after receiving his prize. Center: Clif Soderlund gets his winning award. Right: Gil Dias is also in the chips. In the background is Manuel Oliver.



ALL HANDS ENJOYED A LIVELY BANQUET at the close of the Phillipsdale bowling season. In charge of the affair were Manuel Oliver and Bill Queenan, who did a really super job.

Phillipsdale Notes

High school graduates include Eugene Duhamel, brother of Jane Duhamel, who is being graduated from East Providence High School, and Joan Pierson, daughter of Fred Pierson, who is graduating from St. Mary's Academy.

Spring is here and men are keeping busy working around their homes.

Ben Pino is planting flowers and making a new lawn.

George Condry and Paul Knight are putting up fences around their country estates.

Fred Matthews hopes to complete the two-car garage he started last fall.

Al Hammond expects to have his new home completed soon, and we hope to have a picture of it to show you.

Mike Pella has moved into his new home, and we hope also to have a picture.

It is reported that Joseph Faria and Alfred Carvalho had large winnings on a horse that ran recently at Lincoln Downs. The net profit, we understand, was approximately 5 cents each.

Joe Tremblay is riding around in his new 1941 Chevrolet. Joe says he paid cash for it. Tony Tameo is riding back and forth with him very regularly, and some of the boys are wondering if Tony did the financing and is keeping close watch on it.

Other new cars this month include Sven Mollerberg's new Plymouth and Angelo Medici's new Oldsmobile. We understand that Sven made a slight miscalculation and had to tear down his house in order to get the car into his garage.

Al Carvalho is reshingling his house. This time he is going to do a good job so it won't leak again.

Howard Inman lost his appendix in the hospital recently, but is now getting along fine.

Tony Amaral of the Wood Department announced the marriage of his daughter Thelma on the 7th of April to George C. Furtado. The couple spent their honeymoon in New York.

Several of the boys are looking forward to salt water fishing again — Dick Ferris, Arthur Medeiros, Johnny Arruda, Henry Lourenco, Tony Amaral, Manuel Avila, Ed Boisvert and others. They should have a contest for the biggest fish story. Ernie Oeser and August Enos from Stock Handling will also have something to say about this.

Les Howard has recently been elected for the 17th time as captain of the Massasoit Fire Company in Warren.

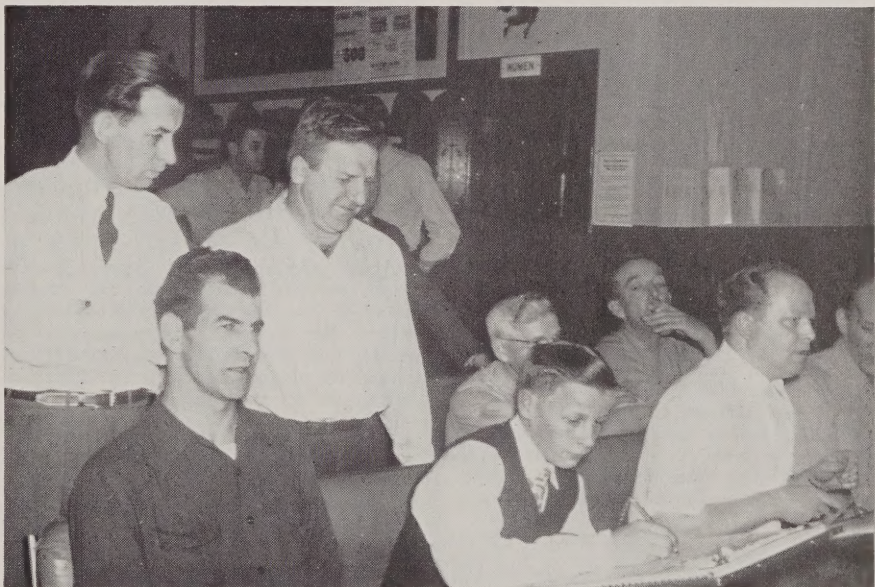
We are very sorry to hear of the death on April 3 of Mrs. Sarah Jennings, wife of Lewis Jennings, one of our retired men.

Corporal Leslie Howard has just started a new course in Army training at Fort Belvoir.

Congratulations to Paul Johnson on the birth of his third daughter, Paula Ann, on April 29. Everyone is doing fine including Paul.



AT THE ALLEYS in Rhode Island. In front: Francis Hall, Ray Nolan, Herb Chamberlain and Gus Mollerberg. In back, seated are Manuel Perry and Pete Perry, while standing are Bill Kanoski (with cigarette) and Rex Salisbury.



PHILLIPSDALE BOWLERS. Seated in front: Anthony Rochford, Kippy Soderlund, Bob Pearson and Clif Soderlund. Standing: Paul Knight, John Cyronak. Seated in back are Ed Roy and Fred Matthews.

Television Advertising

BIRD & SON sales promotion on a Boston television station is no longer news to employees in the Massachusetts plants. Announcement was made to them through payroll stuffers and in the local press. Employees outside this area may also be interested to know that Bird & Son is advertising on TV.

For three weeks starting May 14, the company is sponsoring WBZ-TV's "Weather or Not" program. The commercial includes a short movie on Bird Armored Siding, mention of the new 11" Narrow Shake Siding and an announcement on Bird quality products. The program is on Channel 4 at 6:20 P.M., Mondays through Fridays.

SHREVEPORT NEWS AND VIEWS

STAFF: LUCILLE MCMURTRY, D. L. OLIVER, JR., WILLIE L. SMITH, FRANK MARKHAM, CYRIL WILDE, EDWIN SOMPAYRAC
RICHARD POTTER, Photographer

Shreveport Speaks

We have recently enjoyed visits from E. L. Chamberlain, R. A. Wilkins, Rogers Weed and Lester Tarbell. It has been a long time since Mr. Chamberlain has visited us and we were very glad to see him again.

Larry Rambin came to see us the other day. He was home until April 20, then headed for the West Coast. He says the Army is not so bad; he got a little hungry at first, but now it tastes fine and there is always plenty of it. He got to see Pete Stephenson awhile back at Camp Chaffee, Arkansas. Pete is in the State of Washington now.

A lot of our folks have been seen at the Municipal Auditorium and the Fair Grounds Stadium listening to Billy Graham preach.

Robert Jones and family, Robert and Joycelyn Wilson and Frank Markham attended memorial services for Richard Bruce at Calvary Baptist Church, April 15. Richard's twin brother unveiled the church's service flag with three gold stars.

Fifteen employees have banded themselves into what they say is a winning softball team. They are now sporting their new uniforms and playing practice games. They have entered the City League and are now in the Industrial Division. League play starts May 15 and our boys will play each Tuesday and Thursday unless this schedule is changed. Come out and root for the boys. Team roster at present is as follows: Jackie Wise, Earl Johnson, Clayton Cobb, Leon Taylor, Clayton Taylor, O. E. Saunders, Judson Grizzle, Elton Bamburg, Huey Humphrey, C. F. Chandler, A. R. Bickham, Jim Brandon, Dick Doiron, Audry L. Gandy, Phil Johnson and Loren Posey.

G. D. Davidson, Cephas Myers, Willie Smith and Frank Markham attended an all-day meeting led by Dr. J. L. Rosenstein, nationally known lecturer on psychology in business and supervision.

Phil Johnson was going home one night from his 4 to 12 shift and passed the bus station. Two soldiers had missed their bus and gave Phil \$25.00 to drive them down to Leesville. I guess it was well worth that to them not to be AWOL.

Not long ago four of our so-called domino players, Kavut Loe, Frank Markham, Wilton Guice and Dick Potter, were seated around the table at their lunch hour, playing what they thought was a hot game. A stranger walked into the room, sat down on the corner of the table and quietly began watching the game. Dick Potter asked someone to take his hand (he was so far behind that it wasn't interesting to him and besides he had a piece of pie to eat). This stranger moved in on the game and it became fast and furious from then on. Auburn

Baccus of the Berry Asphalt Company moved from last place in the game to first place in a matter of minutes. From now on, when the boys start a "friendly" game, they keep an eye open for all strangers who may come around.



MOTHER'S LITTLE HELPER, D. F. Nance's son, David, Jr., is here unpacking a basket of groceries won by his dad at his club. David, Sr., works in Shreveport Accounting.

About the middle of April, Juanetz Bruce entrusted herself to the capable hands of Dr. Birdwell, who proceeded to remove her tonsils. Juanetz came home feeling that the medical profession treats the subject of tonsils too lightly. After five days of an extremely sore throat and little or no nourishment, we understand she was almost ready to take her tonsils back if a good big steak were offered. However, by the time this is published, we are sure Juanetz will be fully recovered and eating mightily to make up for lost time.

We take this opportunity to welcome Carlton Burch to the Bird Family of Shreveport.

Joe Flenniken spent a week's vacation recently covering all of the water holes in North Louisiana and East Texas trying to catch a 4-lb. bass. He had a \$1.00 bet with Lucille McMurtry that he would weigh in at least a 4-pounder. Joe's 4-pounder was two 2-lb. bass, which lost the bet for him. He cheerfully paid the bet, but is still grumbling about having to scrub the house down for Mrs. Flenniken.

Willard Patrick is sporting a new Ford pick-up. Pat says he gets the same ride as in a sedan without that rear seat overhead.

Willie Smith has purchased a new green Chevrolet. He is still driving his '39 Hudson, however, while Mrs. Smith drives the new car.

Loren Posey is a two-car man with a '36 Ford and '40 Plymouth. His hobby is trying to keep one running.

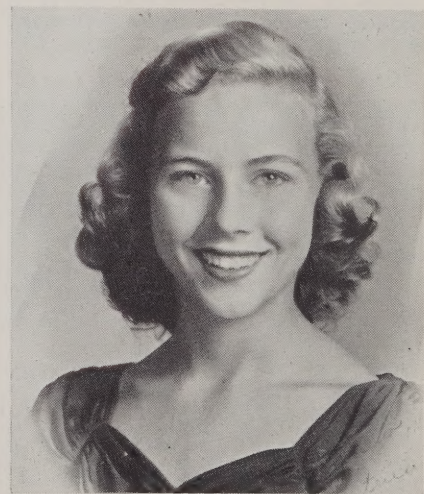
Every Sunday afternoon at 5:30, the Conoco Company presents the EMBEE Singers over Station KRMD. Dick Potter and his sister-in-law, Polly Durst, are among these singers and their programs have been beautiful.

Ollie Sherburne has received word from L.S.U. at Baton Rouge that daughter Dawn has made the Dean's List and has been elected to the freshman honor society, Alpha Lambda Delta. Ollie says he is real proud of the news but it was a blow to his budget as there was an extra initiation fee involved in the process. Dawn is an active member of Chi Omega Sorority, president of her dormitory and a member of both the Inter-Dormitory Council and the Inter-Sorority Council. She is doing a good job of selling Shreveport to our Capitol City of Baton Rouge and Ollie says she always puts in a word for Bird too when the occasion arises.

It is springtime in Blanchard and spring cleaning time around the George Walkers' house. If there is any doubt as to what spring cleaning is, ask George, as Mrs. Walker has taught him all of the answers by having him help. Oh! my aching back!

C. C. Nash is spending his off time on his place near Logansport. Present plans call for a new fence and tenant house to be built before the summer is spent.

With the tennis season approaching it won't be long until Frank Markham, Kavut Loe, Edwin Sompayrac and Wilton Guice may be seen on the court getting in trim to play on the local Princess Park Court.



ANN SMITH, daughter of Berry Asphalt Company Vice President Roger N. Smith. A member of the National Honor Society, Ann takes part in many activities in Magnolia High School where she is a junior.

We wish to extend them our sympathy for sore muscles, sprains and bruises.

In answer to a query about Joe Flenniken (shown on horseback, p. 20, last month) and his mounted Boy Scout troop:

Joe Flenniken was Scout Master of Troop No. 19 of Belcher, Louisiana, in 1939-40. He had 19 boys in this troop, all planters' sons. They all owned their horses and rode in three horse shows in Shreveport. They also rode in the Scout jamboree at the Centenary College football stadium. This Scout troop often rode opossum and coon hunting. At the time Joe was Scout Master his wife was "Mother" of the Girl Scout troop in this town, which is 18 miles from Shreveport.

Chicago Notes

We understand that Joe Blosky sold his apartment house on Sangamon Street and knowing Joe we assume he must have made a good "deal."

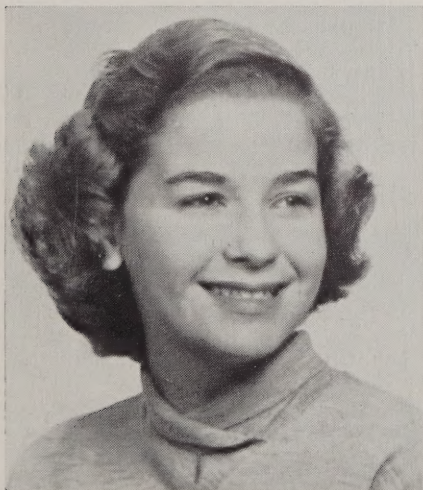
We were all sorry to hear of the sudden death of Junies Griffin and extend our sympathy to his family.

Berry Asphalt News

By STELLA HINES

While on a motor trip through the South, Helen Andrews of Indianapolis, Indiana, brought her mother up to visit with the Berry Asphalt Company employees. We always enjoy visitors and are grateful for an opportunity to brag a little about our company and our town.

Little Johnnie Waldron had just been to the dentist for the first time. When asked about it, he opened his mouth and pointing to his tooth said, "The dentist let the air out of it."



JANET VAN PELT, daughter of Berry Asphalt Company Vice President A. T. Van Pelt. A junior in high school, Janet is not only active in school affairs but is also a member of the National Honor Society.



CHICAGO PLANT WINS TOP PLACE IN SAFETY CONTEST. Admiring the safety plaque earned because of no lost time accidents during 1950 are union officials from Chicago and management from both Chicago and Massachusetts. The award is given by the National Safety Council. Left to right: E. R. Pulsifer and Creighton Hill from East Walpole, Sam Angelocci, CIO representative, and Bob Julian, union president of Chicago; G. F. Campbell and John Trontell, Chicago, and Stephen Traudt from East Walpole.

Suggestion Awards

NORWOOD ROOFING walked off with all the suggestion awards but one in April. Even the three \$10.00 awards for five accepted suggestions went to Roofing men: Malcolm MacDonald, FBM, Fred Turco, FBPM7 and John Ventresco, FBM.

Norwood Roofing

Arthur Balduf, FBE	\$10.00
Lauri Jalkanen, FBM	10.00
Malcolm MacDonald, FBM	20.00
Fred Turco, FBPM7	25.00
Bertil Ostrom, FBPM9	5.00
John Ventresco, FBM	15.00

Norwood Flooring

Michael Campisano, FFG	10.00
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John M. Ready

JOHAN M. READY, who retired at the end of the year, died April 8 at the Deaconess Hospital in Boston. He was sixty-four years old and had requested early retirement at the end of December because of poor health.

Mr. Ready was born in Revere. He came to Bird & Son in June 1917 as a helper on the Paper Machines. Almost his entire service with the company was spent on No. 4 Paper Machine where he at various times served as Machine Tender and Back Tender. He was a Back Tender at the time of his retirement.

Services were held from the Gillooly Funeral Home on Wednesday, April 11, with a solemn high mass of requiem in St. Catherine's Church, Nor-

wood. Many Bird & Son friends and associates attended.

He is survived by his wife, Mrs. Lillian Ready, a son, Richard, of Norwood, and three sisters.

NOTE OF APPRECIATION

I should like to take this opportunity to express our very deep appreciation to the wonderful people with whom our son, Kenneth, works. My husband and I can never thank the people of Bird & Son enough, particularly those at the Flooring Plant where he is a messenger, for their aid and kindness during Kenneth's serious illness.

Mr. and Mrs. Edwin L. Smith
890 Washington St.
Norwood, Mass.

Acknowledgments

Your kindness, sympathy and beautiful floral tribute are deeply appreciated and gratefully acknowledged.

Mrs. Anna Gach
Robert Gach
Chicago

Gratefully acknowledging and thanking you for your kind expression of sympathy.
Bob Brebach and Family
Chicago

An acknowledgment of your kind expression of sympathy from the family of the late Walter A. Hoey.
(Chicago)

To thank you for your kindness and sympathy at a time when it was deeply appreciated.

The Berube Family

(Other Acknowledgments on page 14)

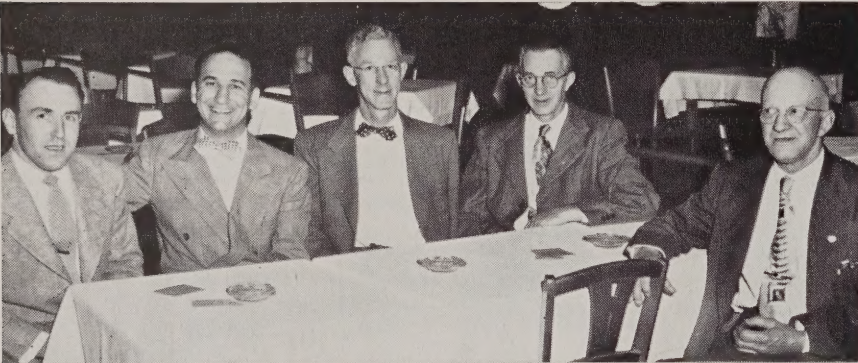


Bowling Ends

By EVERETT FULLER

THE bowling season for 1951 has come to an end with the coming of spring. All the good bowlers are going to keep their arms in shape during the summer months by playing golf. This has been a shortened bowling season, but the interest has remained high. The annual banquet held at Cappy's in

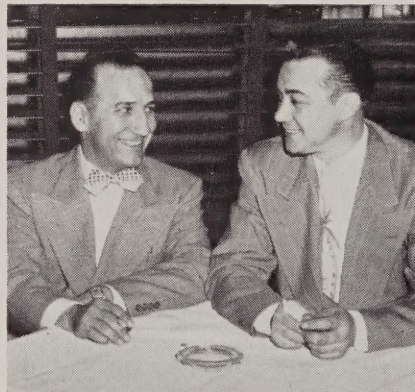
BETTY WHITE, top bowler in the Girls' League.



WINNING MEN'S BOWLING team from the Machine Shop. Donald Brennan, Moses Bader, Dick Sprague, Charles Locke and Herman Nordstrom. Absent was Lili Petroni, sixth team member.

RIGHT: High scorers were Moe Bader and Peter Didick.

CHAIRMEN for past season. Left: Berniece Potter and Pat McDonald. Right: Romeo Valerio and Everett Fuller.



BIRD

North Easton on April 28 was a gala affair.

All the eligible bowlers planned to attend the banquet. As in past years a number of non-bowlers have been trying to get tickets. The best way to do this is to take up bowling. That opportunity will be offered before the start of next season.

Next year there will be an opening for about four teams to fill out the league for a fast, full season. To those who may have felt they never had a chance before, this increase will give an opportunity to get into the league.

Below are the final standings for 1950-51 season, along with the better scores and averages. See you all next year.

Team	Won	Lost	Pct.
EM	48	17	.738
FX-2	44	21	.678
FX-1	42	23	.647
FBV	42	23	.647
FF	39	26	.600
FFV	37	28	.570
FBPM-1	37	28	.570
A	37	28	.570
PFL	37	28	.570
FFG	24	41	.369
FFSM	22	43	.338
FFN	19	46	.292
EMT	12	53	.185
FB-GEN.	5	60	.078

High Single

Edward Conley, FX-1	141
Peter Didick, FBV	141

High Three Strings

Julius Aukstolis, FBPM-1	357
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10 High Averages (1/2 or More Matches Bowled)

Peter Didick, FBV	101.8
Moses Bader, EM	100.4
John Woloshyn, FFV	97.8
Joseph Purpura, FBV	97.7
Lili Petroni, EM	96.8
Edward Conley, FX-1	96.2
Romeo Valerio, FX-1	96.1
William Fitzgerald, FBV	95.5
Frank Shumski, FFG	94.8
Martin Saulen, FX-2	93.9

The Winners

By BERNIECE POTTER, Chairman

BETTY WHITE, the Lucky Five and Agnes Kozlowski walked off with season's top honors for the 1950-1951 Girls' Bowling League. Betty was stellar performer with high average of 90.8, and high single of 124. Agnes rolled 296 for high three string total and the Lucky Five team scored 70 points for first place in the team standings.

CLUB

Following Betty White for high average were Anne Cavanaugh with an 89.9, Anne Lindsay, 86.9; Berniece Potter, 86 and Mary Bannon with 85.8. Berniece also placed second for high single with her 120 on one string. Next highest single was Louise Conti's 113. In the three-string contest Anne Cavanaugh had a 294 for second place and Jennie Mike's 288 won third place.

The Solids with 65 points and the Phantoms with 62 points followed the Lucky Fives for second and third place listing in team competition.



GIRLS' WINNING TEAM: Alma Walsh, Anne Kelter, Evelyn Balduf and Ann Cavanaugh. Team member not present: Mary Blazonis.

Men's Golf Starts

By DICK SPRAGUE, Chairman

IT is questionable if any of the men hung a Maybasket on the 13th hole following their May Day 12-hole golf opener. According to the next morning's reports some of the contestants felt more like hanging crepe. They said their golf was "rotten." But they said it with a smile, indicating after all this was the first night in the season and things would be better later on.

There are forty-four Bird Club men signed up for this umpteenth season at the Walpole Country Club. Besides the chairman the following are serving on the golf committee: John Woloshyn, Eugene Pudsey, Romeo Valerio and John Hutchins.

Girl Golfers Begin

By HELEN MAKAREVICH

THIRTY-TWO girls have signed up as regulars in the Bird Club Girls' Golf League. Play started May 7 with the following snappily named teams:

Golfing Aces
Whiz Kids
Fairways
Hi-Flyers

Captain
Hannah Flavin
Ninnette Petroni
Mary Moylan
Anne Walukevich

It was decided to have four teams of eight players each instead of eight teams with four players as in previous years. The committee thought this lineup might bring about more competition among the teams.

So — let's go, girls, and may the matches be a fight right down to the last one.

Wrestling Success at Repeat Show

PLENTY of excitement developed at the club's sports night of wrestling matches held at the Norwood Junior High School on May 2. At one point a couple of the men wrestlers tangled with each other, the referee and two stalwarts of the Entertainment Committee. The crowd stood on its collective feet and roared. Later during the girls' tag match, the girls, all four of them, and the referee got so tangled up the spectators could hardly tell who was which.

Ed Wisniewski and his Entertainment Committee staged these matches

following popular demand for MORE after the successful bouts put on last winter. Some six or seven hundred fans comfortably filled the seats at the Junior High and there were few who did not go home feeling that they had had their money's worth.

Choral Society Concert May 24

VICTOR HERBERT, Gounod and a feller named Clokey, aided and abetted by the Neponset Choral Society, will combine to make a pleasant evening's entertainment at the Walpole High School on Thursday, May 24.

Of course there will be other choral numbers, too—a full evening's program including serious numbers, light ones and humorous ones, too. For instance, there'll be two numbers by Gounod—selections from "Faust" and the famous "Gallia"; there'll be Herbert's "Moonbeams"; and there'll be songs like "Give Me Your Tired, Your Poor", "May Day Carol", selections from "Brigadoon", "Tea for Two", and of course Mr. Clokey's masterpiece, "A Musical Trust", which will make you wonder who is singing what tune.



IT'S QUITE A CROWD when both men's and girls' bowling teams get together for a banquet to wind up their season.

The Neponset Choral Society, under Leonard Weaver's capable direction, has been working hard at its Monday night sessions to make this concert the best yet. There are now more than fifty members. Just to keep in practice the club presented another concert for veterans, this one at the West Roxbury hospital on May 10. A special feature of this concert was the male quartet which performed so effectively at the other veterans' concert in Brighton. Members of the quartet are John Sundquist, Oscar Lavoie, Leonard Weaver and George Barr.

The concert of May 24 will end the Choral Society's second season. A substantial increase in membership, two public concerts and two concerts for veterans' groups have made this an active and very successful season. The general committee of the group for this year is: Chester Porter, Chairman; Martha McLaughlan, Pauline Ransow, Leonard Weaver and Annabel Smith. Walter Rockwood was also a member of this committee until he moved to St. Louis.

Vets' Show Closes After Fine Season

TROUPERS and committee members from the Veterans Hospital Show were dined May 15 as guests of the Bird Club following another season of entertainment for hospitalized service men. The crowd drove to Cain's in North Weymouth for a pleasant evening of food and sociability.

SOMETHING REALLY EXCITING may happen and usually does. These fans at the Bird Club wrestling matches are ready for it.



YOUNGSTERS at the Massachusetts Hospital School who were chosen by the "talent scout", Ed King of the Vets' Show, to do some performing themselves. As a reward each was given a silver dollar.

The Veterans' Show has traveled to six different hospitals this winter, reports Chairman Bill Grazado, and brought laughs and lighter hearts to well over a thousand men who have either served or are now serving in the armed forces. They also performed for a delighted group of children at the Massachusetts Hospital School. Those who have taken part are both Bird & Son employees and talented friends outside the company who give their services because they want to. Accompanying the shows were a group from the Cooties, a veterans' organization, who distributed gifts among the audience. The cast of the Veterans' Show

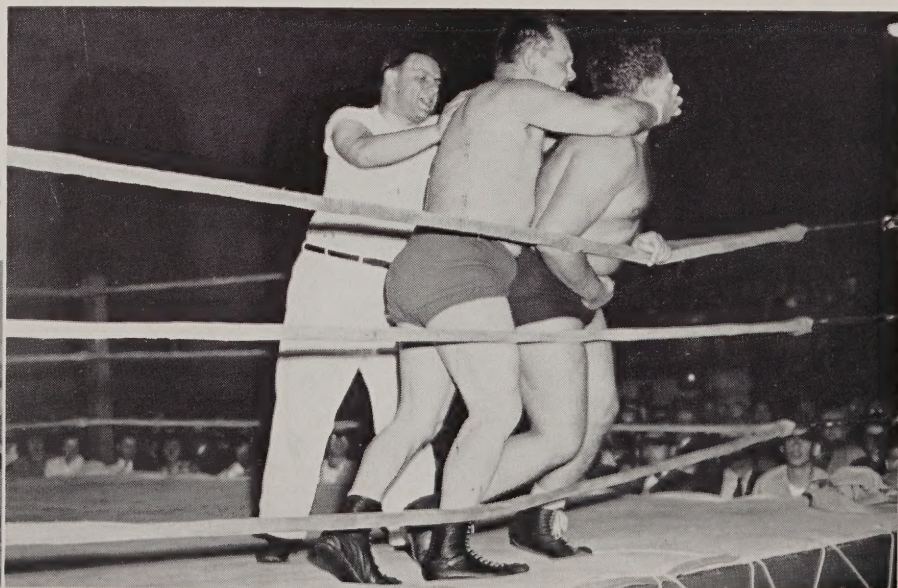
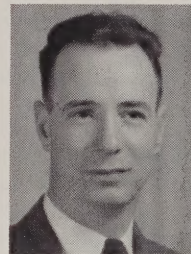
included many regulars, as well as several who appeared in only one or two of the shows. They are:

Claire Geary	Domenic Fucci
Anna Ippoliti	Bill Grazado
Irene Iafolla	Jim Araby
Matty Connolly	Anthony Gugliotta
Peggy Hunter	Joe Tomasso
George Wallace	Al Pare
Dolly DeRose	Bobby Reid
Frank Lewis	Donald Reid
Ed Grout	Nick Thomas
Dan Sweeney	Ed King
Vin Perry	Ralph Hildreth
Bill Damico	John Lamont
Eleanor DiMarzo	

Besides the chairman, who is also pianist and director of the show, the Bird Club committee this year has been: Hilda Rafuse, Mary Moylan, Anna Ippoliti, Julia Smith, John Hutchins, John Murphy, Matty Connolly, Agnes Foley and Eleanor Garland.

Prexy Mac Views Club Problems

AS I go back over the years in the Bird Club, sports seemed to be the feature of most of the Reviews. Baseball and softball were very popular, and, of course, tennis and golf were right out there, also. Names like Irish Oakes and Roy Walton in baseball, and John Cooke and Ernie Paciorkowski in softball (to name a few) kept club members informed that we had good athletic talent in our organization.





CAST OF THE BIRD CLUB VETERANS' SHOW, taken at Canton. Front row: Bill Damico, Matty Connolly, George Wallace, Anna Ippoliti, Frank Lewis, Dolly DeRose, Ed King, Peggy Hunter, Vin Perry, Claire Geary, Ralph Hildreth, Ed Grout and Dan Sweeney. In back at left are members of the Cooties, veterans' organization, who have assisted at Bird Club shows this past season. Bird employees include John Hutchins, in back second from left end, and Julia Smith, last woman on the right. First man in back after Miss Smith is Bill Grazado, Bird Club show chairman and pianist. Continuing toward right: Red Gugliotta, Joe Tomasso, Jimmy Araby, Al Pare, Donald Reid and Nick Thomas.

Quoting from an article in the August, 1938 Review by Steve Cavanaugh, we find that "over 200 people were playing inter-departmental softball." This indeed was something the Bird Club was proud of. Trying to bring back all this activity to the present day, however, is a different problem, with competition from night baseball and television. However, I believe that with an aggressive chairman we could bring back inter-departmental softball. I am sure, in all of the mills here, we must still have 200 people who would be interested in this sport if someone would take it over and run it. Maybe the answer to the Bird Club activities program is a full-time recreation director?

The Tri-Mill Sports Club should be coming into their own from now on as the weather gets better. Bill Mark, one of the directors, was telling me they recently stocked their pond with over 100 brook trout. Sometime around the end of June they plan to put about 1,000 bass in also for breeding purposes. Eventually the boys are really going to have some good fishing up there in the woods of Walpole. The cabin is in good shape, but a few more helping hands would make it even better. The grounds, too, have been

cleared considerably, so come on, you members, lend a hand!!

Here's hoping the Neponset Choral Society has a full house on Thursday evening, May 24, at Walpole High School. Chet Porter, Leonard Weaver, and their group have been rehearsing faithfully to make this Spring Concert one of their finest, and I'm hoping for a large turnout to hear this wonderful group.

Did you see the membership application notice in the March Review? We would still like to gain a lot of new members, and I am sure anyone who joins will get his 150 cents' worth. In case you are interested, our total membership to date is 1168 members. We have approximately 2,328 employees in our East Walpole and Norwood plants including the offices. This is a shade better than 50% membership. I believe with a little effort on the part of all members selling the Bird Club to new employees and non-members we could improve this considerably.

I am going to a convention in Chicago on Industrial Recreation in May and will have something of note in the next Review.

Yours,
John McDougall



THIS LITTLE BOY at the Hospital School in Canton confides something of great importance to Ed King from the Bird Club show.

POSTAL RIFLE MATCH
for ALL PLANTS
see page 13



DON FRAZIER, Bill Wright and Mrs. Frazier caught during a gay moment at Don's farewell party by his Norwood Plant associates.

Fun and Frolic at Frazier Farewell

TWENTY-SIX members of the Norwood Roofing supervisory and laboratory personnel gathered on April 18 at the Lord Fox to express their affection and best wishes to Don and Lilyan Frazier. Don, as you know, is going to Chicago to be Chief Chemist in the laboratory there.

The party was nearly a surprise, but Don's suspicions became aroused when Bill Wright showed an uncommonly intense urge to hasten home after work. (He and Don commuted alternately in each other's car.) The true scope of the occasion did not become apparent until Don and Lil were ushered into the presence of the rest of the party, waiting not unhappily in a crowded little room called the Fox Den.

The terrace where the dinner was to be served was much roomier, but even when it came time to sit down to the steaks and turkey, some showed a marked disinclination to leave the "den". Between courses, Don entertained by performing at the piano, although the regular pianist, who was bigger than Don (no stripling himself), put up a valiant struggle.

After the meal, Stan Sallie, acting as M.C., presented Lilyan with a bouquet of gladiolus and chrysanthemums and Don with a genuine leather brief bag and fitted shaving travel kit. Certain members of the Engineering Department, suspected of having cavorted recently with six-foot rabbits, did not wish Don to go unprepared. The leather goods were outfitted with many handy

trinkets, such as a Chicago newspaper with the real estate section carefully pointed out, an old-fashioned straight-edge razor considerably the worse for wear and a set of obsolete blueprints.

After a few well-chosen words of testimonial by the various people present and a reply in kind by Don, the party adjourned, although it has been rumored that these festivities gave birth to a couple of all-night card parties.

—L. W. W.

Long Service List

WE give below the names of those whose fifth, tenth, fifteenth and twentieth anniversaries fall during the month of June, and of those who complete twenty-five or more years' service during this month.

Name	Year	Dept.	Years
John J. White	6-1-91	Retired	60
Michael Kodis	6-1-09	Retired	42
Kostantyr Geigol	6-1-09	Paper Mill	42
Russell L. Tupper	6-7-09	Supt., No. 2 Box Shop	42
Ludwig Polovitch	6-21-11	Retired	40
James F. Maroney	6-12-12	Maintenance	39
Francis A. Massey	6-15-12	Supt., Paper Mill	39
Mike Waytekunas	6-20-12	Retired	39
George Wallace	6-17-14	Retired	37
Thomas Coyne	6-18-14	Paper Mill	37
Waclaw M. Baranowski	6-26-14	Retired	37
Patrick O'Malley, Jr.	6-8-17	Power & Steam	34
Charles D. Savage	6-14-17	Retired	34
Bartholomew Murray	6-15-17	Retired	34
Francis V. Sheehan	6-25-17	Flooring Plant	34
James J. Dowling	6-29-17	Office	34
Benedict F. Muchyn	6-3-18	Flooring Plant	33
Vincent Grudinskis	6-8-18	Paper Mill	33
David E. Bowles	6-3-19	Finishing Mill	32
James B. Maguire	6-23-19	Box Sales	32
August Petrova	6-23-19	No. 2 Box Shop	32
Michael Pennette	6-30-19	Retired	32

Giovanni Fruci	6-22-20	Flooring Plant	31
Vincent M. D'Espinosa	6-23-20	No. 1 Box Shop	31
Martin Wallace	6-26-20	Power & Steam	31
Walter H. Hartig	6-28-20	Office	31
Frank S. Clem	6-30-20	Flooring Plant	31
William S. Jackson	6-1-21	Drafting	30
Alvah H. Bridgham	6-17-21	Retired	30
Leo R. Bernier	6-20-21	Flooring Plant	30
Constanti Lewicki	6-20-21	No. 1 Box Shop	30
Pierino Palazzi	6-20-21	Roofing Plant	30
Carl L. Johnson	6-22-21	Flooring Plant	30
Michael F. Duffy	6-6-22	Paper Mill	29
Sabino Perniola	6-6-22	Roofing Mill	29
Peter J. Kiarzis	6-13-22	Paper Mill	29
Allan J. Hill	6-15-22	Flooring Plant	29
Edward J. Geraghty	6-26-22	Maintenance	29
Angelo Melino	6-28-22	Roofing Plant	28
George E. Goodwin	6-12-23	Flooring Plant	28
John F. Ahearn	6-16-23	Roofing Plant	28
Roger Flaherty	6-20-23	Finishing Mill	28
Richard T. Murphy	6-25-23	Flooring Sales Manager	28
Joseph Magnani	6-28-23	Roofing Plant	28
Samuel McLeod	6-9-24	Retired	27
Samuel J. Steele	6-9-24	Flooring Plant	27
Mario A. Boragine	6-9-24	Power & Steam	27
Anna G. Smith	6-16-24	Office	27
Margaret B. Owens	6-22-25	Office	26
Emilio Nicastro	6-29-25	Maintenance	26
Pauline L. Rafuse	6-7-26	Office	25
P. Antonio Creginalo	6-8-26	Flooring Plant	25
Martin Green	6-10-26	Flooring Plant	25
George S. Johnson	6-11-26	Flooring Plant	25
John Suman	6-16-26	Office	25
Evelyn M. Wadleigh	6-21-26	Office	25
John M. Pechulis	6-23-26	Maintenance	25
Wylie G. MacIvor	6-8-31	Sales Mgr. Horticultural Div.	20
Jarl A. Johansson	6-8-31	Paper Mill	20
Edythe M. McMullin	6-15-36	Office	15
Carroll A. Homan	6-22-36	Roofing Plant	15
Patsy Rizzo	6-25-36	Roofing Plant	15
Harland Bullard	6-2-41	Roofing Plant	10
Bernard F. Johnson	6-2-41	Flooring Plant	10
Louise K. Perkins	6-6-41	Office	10
Armando Croatti	6-10-41	Roofing Plant	10
Robert Chappel	6-11-41	Roofing Plant	10
Domenic Fruci	6-16-41	Roofing Plant	10
Donald A. Hurd	6-16-41	Flooring Plant	10
Eugene F. Murphy	6-16-41	Flooring Sales	10
James E. Berube	6-17-41	Roofing Plant	10
Russell W. Richall	6-19-41	Flooring Plant	10
Leonard W. Weaver	6-23-41	Roofing Plant	10
Russell MacDonald	6-23-41	Flooring Plant	10
James F. Maroney	6-23-41	Flooring Plant	10
Frank Porazzo	6-24-41	Roofing Plant	10
Victor Leonite	6-24-41	Flooring Plant	10
Arthur R. Fricker	6-25-41	No. 1 Box Shop	10
Frances Penza	6-30-41	No. 1 Box Shop	10
John J. Instasi	6-6-46	Roofing Plant	5
Kenneth G. McIntosh	6-7-46	Roofing Plant	5
Aloysius Kazlousky	6-7-46	Roofing Plant	5
Uuno Wiik	6-10-46	Flooring Plant	5
Karlsh Vitinsh	6-10-46	Roofing Plant	5
Oscar L. Dorr	6-11-46	Flooring Plant	5
Martin J. Saulen	6-12-46	No. 2 Box Shop	5
Leo E. Levitre	6-12-46	No. 2 Box Shop	5
Joseph S. Rogowski	6-12-46	Roofing Plant	5
Kenneth S. Coates	6-12-46	Roofing Plant	5
Malcolm H. LeGay	6-12-46	Roofing Plant	5
Alice B. Pole	6-17-46	No. 2 Box Shop	5
Hazen H. Bishop	6-17-46	Roofing Plant	5
Robert W. Grover, Jr.	6-17-46	Military Service	5
Phyllis Coffin	6-24-46	Office	5
Albert W. Dorci	6-27-46	No. 2 Box Shop	5

PHILLIPSDALE

Walter Gill	6-23-11	Retired	40
R. Leonard Carlson	6-5-17	Retired	34
Albert G. Carlson	6-9-20	Plant	31
Antone L. Alves	6-6-22	Plant	29
Anton S. Vargas	6-10-22	Plant	29
Joseph L. Braga	6-8-23	Plant	28
Samuel D. Gorelco	6-4-23	Plant	28
Onesime Boisvert	6-25-23	Retired	28
Joachim Cabral	6-17-26	Retired	25
Russell A. Mollerberg	6-3-46	Plant	5
Manuel V. Rebello	6-11-46	Plant	5
Frank DeSilva	6-14-46	Plant	5
Antone Hipolito, Jr.	6-18-46	Plant	5

CHICAGO

Ulysses Miller	6-25-46	Plant	5
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SHREVEPORT

Merle L. Williams	6-1-41	Sales	10
Grady B. Brown	6-2-46	Plant	5
Elijah Taylor, Jr.	6-14-46	Plant	5

BERRY ASPHALT COMPANY

Lynn Herring	6-23-36	Waterloo	15
Royal W. Francis	6-23-36	Sales	15

On The Lighter Side

A woman doesn't need to know how to add — if she can distract.

Old Joke, But —

Horse sense is what keeps a horse from betting on people.

When asked to describe steel wool, a freshman in an engineering class said he thought it was the fleece of an hydraulic ram.

"By jove," said a guest at a party, "what a long and lanky girl that is over there!"

"Hush," his host whispered. "She used to be long and lanky — but nowadays she's tall and stately. She's just inherited \$100,000."

The tongue, being a wet place, is likely to slip when going fast.

Temptations are certain to ring your doorbell, but it's your fault if you ask them to stay for dinner.

Sales Manager: "Smith, I hear that at the Christmas party you were intoxicated and pushed a wheelbarrow around the room."

"Yes, but I thought you approved."

"No, indeed. Why should I?"

"You were riding in the wheelbarrow."

Late to bed

Early to rise,

Makes a man saggy, draggy and baggy

Under the eyes.

Kind Words

The traveling salesman came down to the hotel dining room. He had been up late the night before, business was poor, he had a headache and was feeling blue. So he said to the waitress:

"Nellie, all I want for breakfast this morning is two soft-boiled eggs, a cup of coffee, and a few kind words."

The waitress returned with his order. He said:

"Nellie here are the eggs and the coffee, but where are the kind words?"

"Don't eat them eggs," said Nellie.

Boss: "You can't ask for a raise like that. You must work yourself up."

Employee: "I did. I'm trembling all over!"

"Do you really love her?"

"Do I love her? Why, I worship the ground her father struck oil on."

Classified Ads

LOST — A fountain pen by a young lady half full of ink.

LOST — A \$10 bill by a working girl, tied in a knot.

LOST — A watch by a man with a cracked face.

FOR SALE — A bulldog. Will eat anything. Very fond of children.

LOST — Umbrella, belonging to a young lady with a bone handle and a broken rib.

I think the patter of little feet
Is a sound that's very sweet,
But it's not exactly purty
At 5:30.

the Question Box

Continued from inside front cover

What happens when an employee invents something on which you can get a patent? Does he own his own patent and get paid on it indefinitely?

Such an invention would fall into one of the following classes:

1. The invention results from work for which the employee is regularly paid by Bird and in connection with which he has signed an agreement to turn over his inventions to the Company.
2. The invention is by an employee whose regular job with Bird is such that he was not required to sign an agreement to turn over his inventions, but the employee discovered the invention in the course of his regular work and used Bird materials or working hours to develop it.
3. The invention is independent of the employee's regular job with Bird and was developed away from Bird's property and outside of working hours, but the employee discloses the invention under the Suggestion Plan.
4. The invention is independent of the employee's regular job, was developed away from Bird's property and outside of working hours, and the patent application is filed and processed by the employee at his own expense.

Case 1 includes those supervisory, technical and laboratory employees whose work is of such nature that they are required to sign an agreement expressly agreeing to turn over their inventions. In such case, if the Company considers the invention promising, it can file a patent application at its expense and, if the patent is issued in the name of the employee, he must assign it to the Company which then becomes exclusively entitled to it. While no specific payment is made for the assignment, the importance of the patent would undoubtedly be taken into consideration in connection with the employee's record.

In Case 2, the employee bears all the expense of filing and processing the patent application. If a patent is issued, the employee is not bound to assign the patent outright to the Company, but the Company is entitled by law to use the patented invention free of charge, but not to the exclusive use unless it purchases the patent from the employee. The employee may be eligible for a Business Builder Prize.

Case 3 falls squarely under our Suggestion Plan. If the Company considers a suggestion patentable, it will pay all expenses of filing and processing the patent application, but when the patent is issued, the inventor must assign it to the Company. For suggestions received on which a patent is obtained and assigned to Bird, the employee receives \$100. If the suggestion or patent results in a Business Builder Product, an additional award of \$900 may be made.

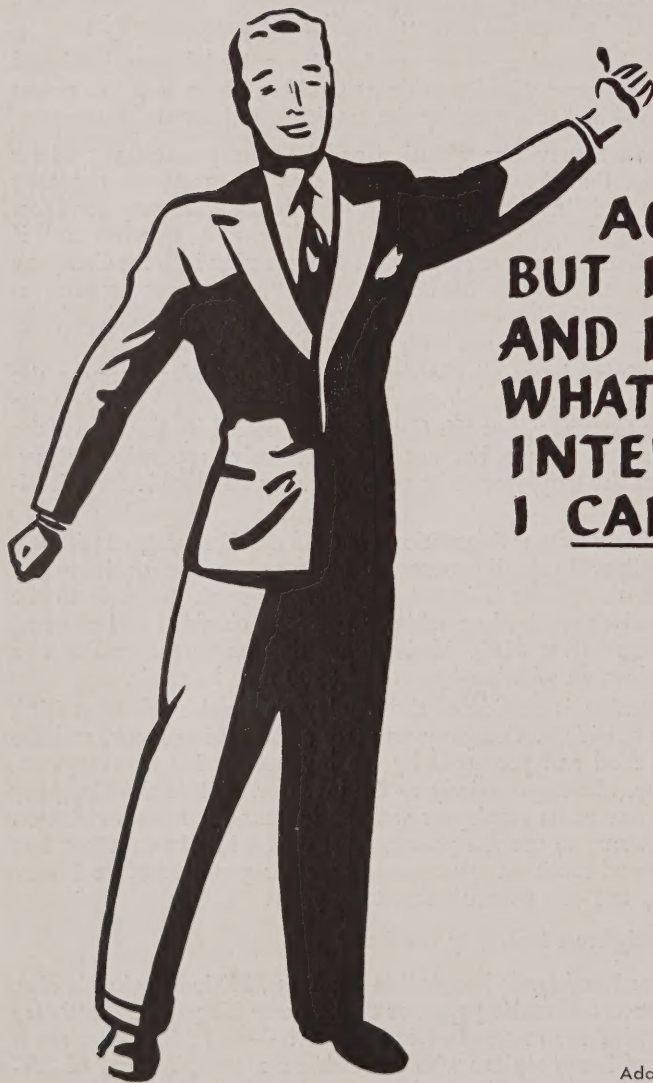
In Case 4, the invention is outside of the employee's regular job with Bird, development is made outside of Company property and working hours, and the patent application is filed and processed by the inventor at his own expense, and therefore the patent belongs entirely to the inventor. While the Company would be proud that one of its employees was the inventor, it has no claim on the patent and, if it wants to use the patent, must deal with the inventor like any outside company and reach an agreement either for purchase of or license under the patent. The life of a patent is seventeen years.

Where does Creighton Hill buy his hats?

Did it matter where Rembrandt bought his pigments, Michelangelo his clay, Beethoven his ruled sheets of music paper, or Shakespeare his pen and ink? It's what the artist does with the material after he gets it — and Hill's hats are a tribute to the genius of homo sapiens who can create a masterpiece out of lifeless material. It takes time, inspiration and that special talent which only a few of us can ever hope to aspire to — let alone achieve!
—C. H.

Several questions have been received on the retirement plan. This plan will be discussed in a coming issue of the Review and the questions we have received will be answered at the same time.

I



**AM ONLY ONE
INTERESTED IN SAFETY.
BUT I AM ONE. . .
I CANNOT DO
EVERYTHING IN
ACCIDENT PREVENTION,
BUT I CAN DO SOMETHING,
AND I WILL NOT LET
WHAT I CANNOT DO
INTERFERE WITH WHAT
I CAN DO.**

CARL REID

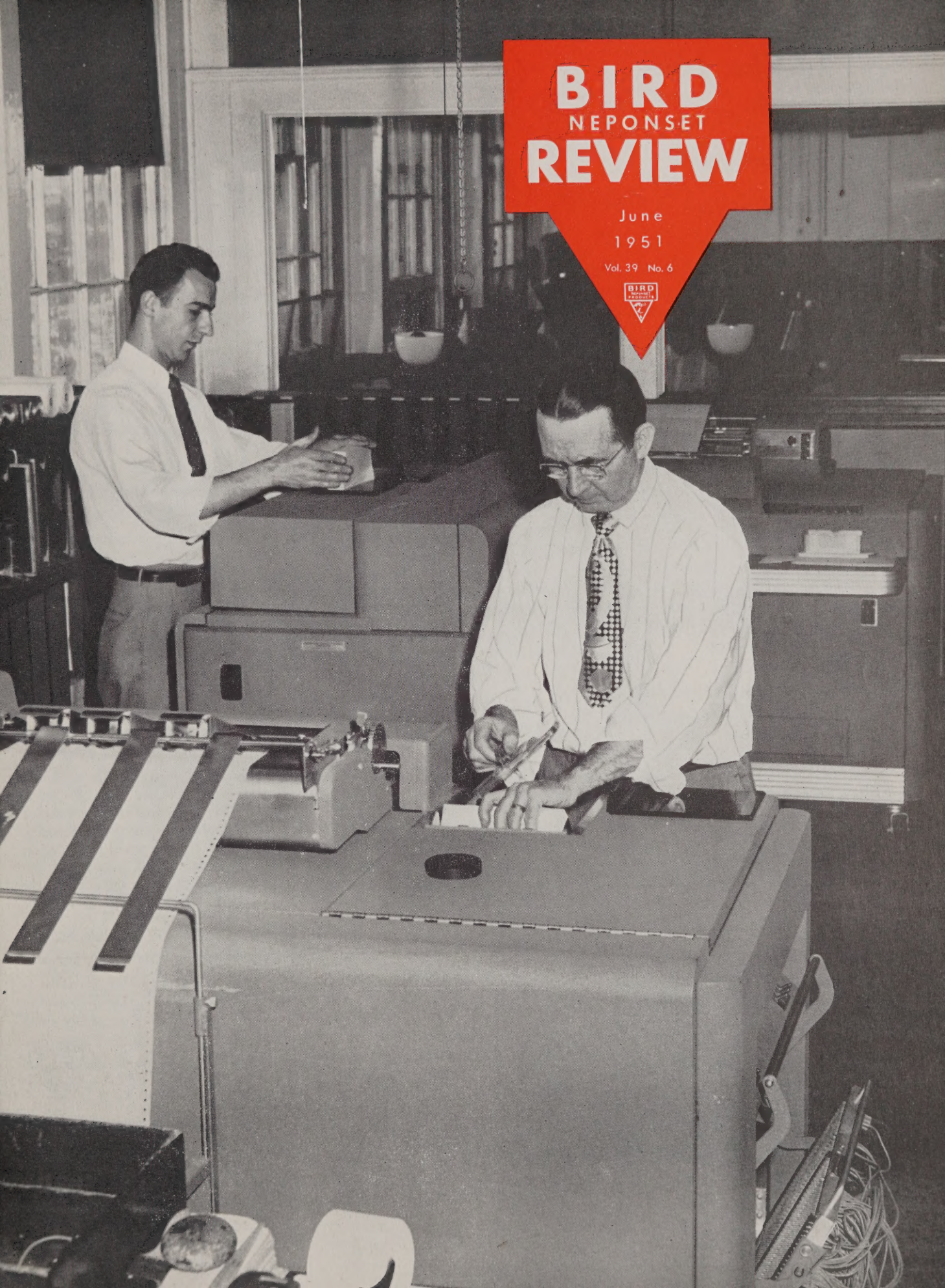
Adapted from quotation by Edward Everett Hale.

BIRD NEPONSET REVIEW

June

1951

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the Question Box

Why are the paper machines less progressed in modern equipment compared to other departments?

We feel that the paper machines have progressed as much as any other department. While it is true that paper machine driers have remained about the same over a period of years, the wet-ends of paper machines, the drives, steam systems, screening, etc. have been changed and modernized.

What width and where is the widest paper machine now in operation?

The widest paper machine in Bird & Son is at Shreveport. This machine trims 156 inches.

What is the fastest speed of any machine now running and on what paper?

No. 2 Paper Machine at East Walpole has run 350 ft. per minute on .016 corrugated liner.

What is the greatest tonnage produced on any one machine, where, and on what paper?

On January 24, 1947, No. 5 Paper Machine at East Walpole produced 172 tons of Fibre Case Chip in 24 hours, and on June 25, 1948, Phillipsdale produced 168½ tons of felt in one day.

Why is it so hard to get a transfer from one plant to another? Is it possible for an employee to get a transfer to another department which requires a certain skill?

Transfers between plants can be arranged through the Personnel Department. Under our union contracts, each plant operates as a separate unit as far as seniority provisions are concerned. A man transferring from one plant to another starts in as a probationary employee again and goes to the bottom of the seniority list, although he maintains his Bird & Son seniority for purposes of vacation allowance and additional service compensation payments. Also, because of the posting of all jobs within each plant before filling them from outside, nearly all higher paid jobs are bid off and filled by transfers within each plant, leaving

(Continued on page 17)

On the Cover

Sleek IBM machines turn out a maximum of work in a minimum of time. These are electronic tabulating machines being operated by Louis Vazza, left, and Patrick Rogers, head of the Statistical Department. These and the sorting device in this same department are perhaps the most amazing pieces of equipment in our mechanized office.



BIRD NEPONSET REVIEW

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BENJAMIN D. ROGERS

CREIGHTON HILL

MARY MCCARTHY

How Is Business?

YOU who work at Floor Covering, No. 2 Box Shop and the Finishing Mill at East Walpole know that business slowed down in your division last month. Hours of work were reduced and in some cases new workers were given notice of a layoff. Just within the last two weeks Corrugated in No. 1 Box Shop has experienced a similar slowdown in business. What has happened?

Business has slowed down, we say. In other words, people — our customers — aren't buying in the quantities expected at this time of year.

Shoe business all over the country is slow. Prices of shoes are up and people just aren't buying. And when people stop buying shoes, the demand for our shoe cartons and tack boxes falls off, too. Many Bird tack boxes are sold to suppliers of tacks for the shoe trade.

People aren't buying floor covering in the usual quantities either. The effects of over-buying last Fall are now being felt. Beginning in August people started buying floor covering, household appliances, clothes and other items of this sort because they feared shortages as a result of the Korean war. This buying continued through the Fall and early Winter. Our Floor Covering Division had its busiest month last August and also sold large quantities again as soon as the strike ended in November. In February the public began to realize that the expected shortages had not developed. You could still buy radios, cars, television sets and washing machines. The scare buying stopped. Then retail stores found themselves overstocked in many items. They had to sell their supplies on hand to get the cash to pay their obligations to the banks as well as their suppliers in order to be able to buy more goods from manufacturers like us. They reduced their orders, or stopped buying entirely. The same thing has apparently happened more recently in the corrugated box business. Manufacturers who buy our corrugated boxes and customers who buy from them stocked up on finished goods. The public did not purchase these finished

goods as expected. Warehouses filled up and the manufacturers have had to cut down both manufacturing operations and the purchase of our corrugated boxes until they have reduced their supplies of goods on hand.

All of which brings home the fact that the tools we talked about last month aren't enough.

The finest machinery still needs *people* to make it and run it.

It's up to *management people* to find out why products aren't selling well and to take what steps they can to bring back buying by the public. It's up to *production people* to keep on producing the best quality and best service, since anything less than the best stands little chance in tough competition.

Bringing back good business in Floor Covering and the Box Shops will be sales' and top management's No. 1 job this summer. It will be a tough one, because many of the problems are outside of Bird & Son and beyond the company's control. For instance, we, who make shoe cartons, have no way of improving the sales of shoes — and yet, our business is directly affected when shoe sales go down.

Floor covering men in both the wholesale and retail markets tell us that Bird is tops in quality, appearance and patterns. Our management is pushing sales by adding more salesmen and taking on new distributors in sections of the country where we think there is more business to be had. The sales department expects that before Fall retail stores will have sold their large quantities of goods now on hand and will be buying Bird floor coverings in quantity again.

Today's situation is a challenge. All of us working together can lick it. The greatest good for the greatest number is achieved when we understand our situation and all pull together to please the most important people of all — our customers.

Mechanized Office

Machinery has taken over in the modern office just as certainly as it has in the shop.

ONE are the days when New England clerks sat on high stools and with a quill pen recorded in an elegant hand the transactions of infant American industry. Now they use typewriters and calculating machines. They too have changed with the coming of the Machine Age which has seen the Bird mills grow so markedly in the past fifty years. Manufacturing is mechanized. So is office work.

There are a thousand one things to keep track of in a business. The Main Office at East Walpole handles payrolls, purchasing, traffic, credit, billing, general accounting, freight accounting, cost accounting and accounts payable and receivable, stock records, personnel records, statistics and sales—among other things.

Without the clerical worker's pal, the office machine, all this vital work would never get done. Since all business is in the last analysis dependent on sales, let's start with Box Sales (CPX) and follow the office machines that are involved in just one order.

An order came in from Company X in Boston last month for 2500 corrugated boxes. Even before it reached Roy Wiggin in Box Sales, the type-

written letter had been opened by an electric mail opener in the Mail Room. First step in processing a box order is figuring cost of manufacture, so we can give the customer a price. This involves arithmetic. Machines don't think, but they can grind out the multiplication process a lot faster than the human brain can. So one of the cost estimators punches the correct keys of her calculator and zingo, there's the answer.

The Order Typists use an electric typewriter—it's faster—to type up the run order for duplicating. Box Sales has its own duplicating machine because several clear copies of the run order must be made in a hurry. Already this department has used typewriters, calculating machines and a kind of printing machine to do work that could be done just by pencil and paper. But think of the hours and hours it would take without machines.

Through the Works

If we track down a copy of the run order (order for manufacture and delivery) of 2500 corrugated boxes, we run into many of the writing and figuring processes done in the office. Copy 2,

for instance, travels on its way through Shipping, Accounting, Credit, Traffic, back to its original department, Sales. It goes to Billing and also to the Statistical Department. Of these, Billing, Accounting and Statistics because of the nature of their work are the most highly mechanized.

Take Billing. Every time Bird & Son sells one of its products, the customer is sent a bill. Products are listed by the item, say a thousand boxes sell for \$180. So if the customer gets 2500 boxes, that is $2\frac{1}{2}$ times \$180. It would take a lot of time to do all that multiplying and then adding for totals on every Bird & Son bill if it had to be done the long way. Billing doesn't. The girls whang away at the Comptometers. Once the right keys are punched—they hit very few wrong ones—this lightning calculator can't make a mistake with the multiplication table.

Billing also uses what is called a billing machine, which is an order typewriter. This is electric and has a special gadget for typing sheets of paper long enough to stretch from East Walpole to Floor Covering in Norwood.

(Continued on page 4)

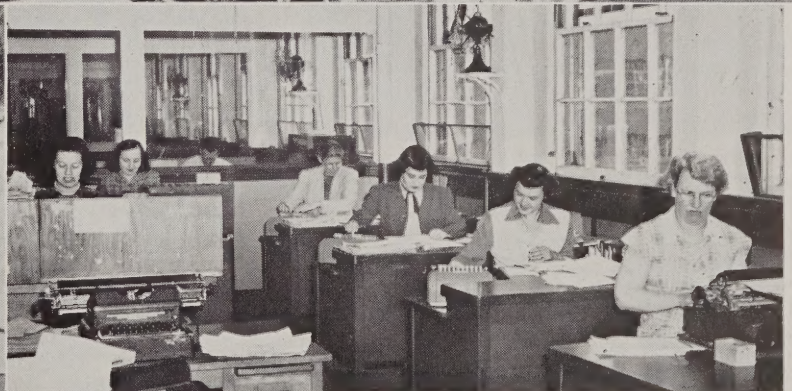
SALES DEPARTMENT, which turns the ignition key and starts machines going throughout the Bird & Son offices. Box Sales, below, one of our sales departments, itself uses a number of machines. Left: Patricia Connolly, Clerk; Viola Giovannucci, Order Typist; rear, Anne Walukevich and Genevieve Vitaitis, Cost Estimators. Behind Miss Connolly is the duplicating machine. Center: Eleanor Morse, Order Typist; Agnes Hefferan, Correspondent; Ann Smith, Correspondent; Dorothy Mattson, Checking Clerk and Order Typist. Correspondent Pauline Rafuse was absent at the time of the picture. Right: In front are Dorothy Mattson again and Dorothy Gahagan, Secretary, talking with Roy Wiggin, Sales Trainee. In back, left, Sales Manager L. S. Wright and Agnes Hefferan go over an order with Harold Bonnyman, Assistant Sales Manager, seated.





COST DEPARTMENT. Far left, Lester Ekman and Albert Hargreaves. From front, left: Edith Dion, Wallace Duncan, Albert Flammia, John Carey and Harris Loring, Jr. Right, from front: Anna Ippoliti, Eugene Pudsey, Phyllis Lindsay, Christine Byrne, Sophie Flynn, James Dowling, Colleen Blake and Blanche Libertowicz.

PAYROLL DEPARTMENT. From back, left: Jean Reid, Helen Goetz, Ethel Duncan, Elin Johnson, Edward Hobbs and Roy Cooper, department head. From back, right: Anna Eklund, Marjorie Lamore, Helen Cullen, Evelyn Thomas and Wilda Hignett.



UPPER LEFT: Somebody's wages are being recorded and totaled to date. At the same time the check is being made out. Shirley Barbaglia operates the Burroughs Bookkeeping machine.

ABOVE: Billing. Eileen Geraghty, Mary Bannon, department head, Edythe McMullin, Alba Paquette, Jean Beckwith and Katherine Golden.

LEFT: Key Punch. Starting at left and reading back: Margaret Daunt, Doris Reardon, Ruth Wilson, Mary Geary and Grace Thomajan.

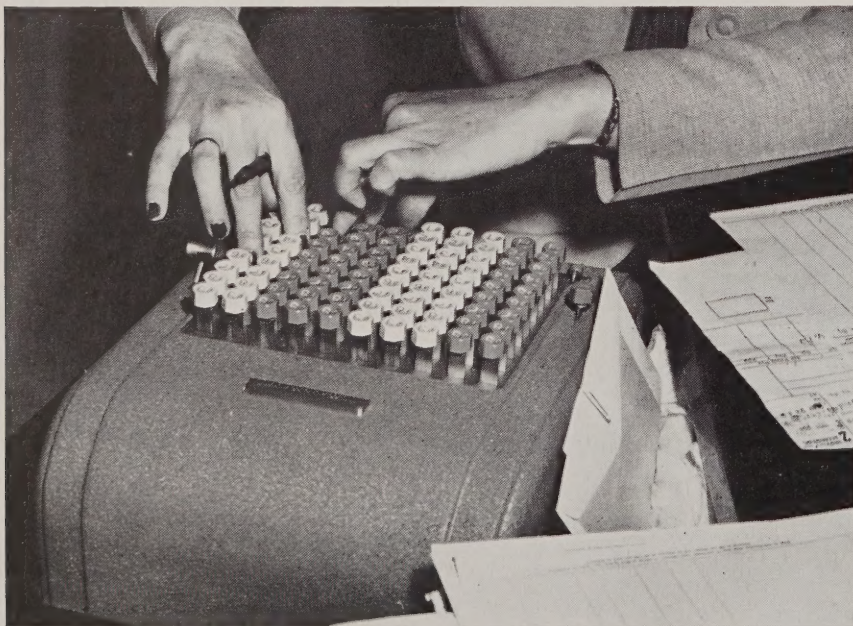


Department heads and particularly Joseph Erker, Jr., Office Manager, whose responsibility it is to keep office machinery up to date, are the source of information for this article.



IBM SORTER. No railroad engineer was ever prouder of his engine than the people in the Statistical Department are of their machines. Mary Canton keeps a practised eye on the cards as they whirl along, drop into their correct places ready for the tabulating machine.

NIMBLE FINGERS operate office machines. For some calculations there is nothing faster than the Comptometer, shown here. These dextrous digits belong to Edythe McMullin, Billing. Yes, she is supposed to hold the pencil at the same time she drives the keys.



A while back mention was made of various kinds of accounting. Accounting keeps track of all the conditions and transactions of the business. One division of this department, Cost, determines the cost of all material, labor and overhead. Eventually they determine the gross profit on all Bird & Son sales. This work necessitates figuring, figuring and more figuring. On any working day the Cost Department makes a steady clacking sound as the men and women in the department operate their Sundstrand Adding Machines, or Monroe or Marchant calculators. They process a thousand run orders a month on corrugated boxes alone—one of many products which Bird & Son customers are buying. It would be completely impossible to turn out this volume of accurate work if they had nothing to help a sharp brain but an old goose quill.

Show Place

The Statistical Department has the showiest machines in the office. Bird & Son owns all its office machines to the tune of approximately \$120,000 worth in the East Walpole offices alone, except the IBM machines, on which the company pays \$13,000 yearly rental. Some IBM equipment is not for sale. These rented machines are in "Statistical". They are the International Business Machines which seem to think, until you realize it's still people who do the thinking. The remarkable thing about these machines is their capacity for accumulating and classifying all

sorts of information in an extremely short time.

When our order for 2500 corrugated boxes hits the Statistical Department, there are various pieces of information which are collected and related to other transactions. We want to know, for example, how many corrugated boxes Salesman Y has sold this month. This is what happens. A girl in Key Punch punches the following facts on a card which has spaces numbered or lettered to correspond to facts on the run order: the quantity (2500), the kind of product (corrugated boxes), the date (May) and the salesman's symbol (Y).

Step 2 is the collecting of a great number of punched cards which may or may not have a hole punched in them for Salesman Y and corrugated boxes. These are all put into a sorter. The sorter, which like many statistical machines operates electronically, is sensitive to the holes in the cards and can pick out the cards punched with whatever information is wanted. In this case it selects all cards having a hole punched for Salesman Y.

To get a printed report on the total sale of corrugated boxes to be credited to Salesman Y for the month of May, the cards whirl along and where there are holes, an electrical impulse makes a key print a letter, or more often a number. When the cards have gone through the tabulating machine, the printed report is done.

Now a Necessity

Sounds simple, but the mechanism which causes the machines to run so fast and accurately is extremely complicated. One day the tabulating machine had a fit of temper and started to chew up some of the punched cards. There was a fine to-do with repair men running wires this way and that and department heads peering anxiously into the creature's innards. Like the family car which has become a necessity, office machines are a vital part of modern business and when anything happens to one, heaven and earth is moved to get it repaired immediately.

\$5,000 Apparatus

In following a corrugated box order through the office, we have completely skipped some departments, several of which are highly mechanized. Every employee is aware of his pay check, if not of the Payroll Department which turns out the check. Without Sales, there would be no pay checks, so per-

haps payroll machines have just as much a place in the story of a box order as Accounting. Besides the calculators used to figure payroll amounts, their prize machine is the Burroughs Bookkeeping machine. This sturdy \$5000 apparatus makes a weekly and cumulative record of each employee's pay, at the same time it prints each pay check.

Service Departments

There's an immense amount of printing, or duplicating, which goes on in our East Walpole Office. Stenographic, besides its typewriters, transcribing machines, and communications devices like teletype, has a battery of machines for reproducing lists, letters, and forms. Another department, Addressograph, has its own special equipment for use in running off addresses. It is in this department that mailing lists are taken care of. Most familiar to employees are Bird Club notices, which have names printed from addressograph plates.

Employees who run the machines mentioned here will probably feel a personal affront that *their* machine was not given a better write-up. Many office workers doing figuring are devoted to their Monroe or Marchant or Comptometer and can tell you why one (theirs) is far superior to any other. It's just like the General Motors vs. Chrysler Corporation car owners.

This article, instead of giving a detailed story of office machines, has shown that not all Bird & Son machines are shingle cutters, paper machines, printer slotters or marble calenders. Modern business to keep pace with its mechanized mills and plants has mechanized its office force too.

Did You Know ?

That **calculating machines** are based on the decimal system. The decimal system was used first by the Hindus about A.D. 500. This system was transferred to Europe through the Moslem invasion of Spain in the eighth century. By 1500 the decimal system was generally known and applied in Europe.

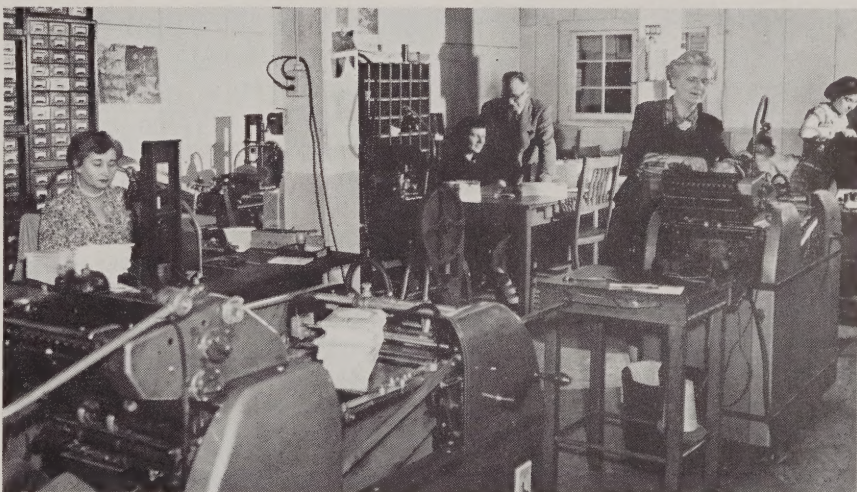
Early calculating devices included the **abacus**, an instrument with beads on a frame. The ancient Romans used it. Now the Chinese abacus or swampan is still generally used by the Chinese and in Russia.

Napier's Bones, invented in 1617 by Lord John Napier of Scotland, was a logarithmic board, predecessor of the slide rule.

Pascal's adding machine, invented by the French philosopher and mathematician, Blaise Pascal, in 1642, twenty-two years after the



TYPEWRITER ROW. These girls in Stenographic listen to letters dictated on records and type them, they copy handwritten material or retype other material. Some of them also operate duplicating machines. From the left: Lillian Gianetti, Betty Zinni, Barbara Hanks, Alice Holmes (in back), Evelyn Wadleigh, head of the department, Mary Zinni, Patricia Crowley, Louisa Graham, Julia Kucab, Genevieve Kennedy, Patricia King and Marion Lewis.



MINIATURE PRINT SHOP. This is Multigraph and Addressograph, one of the Office service departments. Going around from the left are: Margaret Corcoran, Kathleen McHugh, Arthur Wilson, department head, Margaret Lowerison and Mary Giardino.

Pilgrims landed in America, "incorporated for the first time a register consisting of cog wheels fitted with a numerical cylinder." This machine is the direct ancestor of rotary calculators like the Monroe.

Tabulating or statistical machines are much more recent than the calculators. Dr. Herman Hollerith, working for the U. S. Government on the census of 1880, used an early punched card system to speed up analysis and tabulating of census returns.

The first **Comptometer**, 1885, used a macaroni box to contain the mechanism, was later named the Macaroni Box model.

Printing, from which the **typewriter** is derived, was invented as early as 1400, by Gutenberg.

The word "clerk" comes from the Greek, meaning, of the clergy, and it meant "a person who can read, or read and write, that is, a scholar." Present definition is "one employed to keep records or accounts."

Multi-Purpose Office Tool

It was roughly estimated in a business office that 1,000 paper clips were used up for the following purposes:

1	Poker Chips	212
2	Holding Papers together ..	191
3	Chains for the baby	127
4	Sleeve Adjusters	97
5	Fingernail Cleaners	72
6	Pipe Cleaners	71
7	Toothpicks	56
8	Cuff Links	54
9	Ear Reamers	43
10	Hairpins	33
11	Lingerie Clips	31
12	Emergency Garters	13

Total 1,000

— Supervisors' News Service

Spring Concert

THE Neponset Choral Society completed its second season with one of its most successful concerts, May 24, at the Walpole High School. Although



CANDID SHOT backstage at the Neponset Choral Society's recent concert. Soprano Pauline Ransow goes over the music for the last time before the performance with Director Leonard Weaver.

audience attendance left much to be desired, the quality of the performance was the best yet according to those who sat across the footlights.

Assisting and adding variety to the program was guest pianist Jack Harris, one of the top pianists in the Graduate School at Boston University—a fine player with a nice stage presence. At the conductor's stand was Leonard Weaver, whose hard work and high enthusiasm of the past two years paid off in fine style in the performance of his chorus that evening. Without a regular pianist since Walter Rockwood moved to St. Louis, the chorus was very fortunate in obtaining the services of Ruth Gnerre of Norwood just a week or two before the concert. Her musicianship and training enabled her to do an outstanding job with only a very short time to learn the thirteen numbers on the program.

Officers and committee in charge of the affair were Chester H. Porter, Chairman; Martha McLauchlan, Secre-

tary; Pauline Ransow and Annabel Smith, Librarian.

The Music Committee for the season were George Barr, Arthur Platt, Margaret Sullivan, Leonard Weaver. Eleanor Garland had charge of publicity.

Ushers for the evening were Eleanor Johnson, Louise Conti, Mary Ellen Rooks, Nancy Eklund, Mary Wallace and Agnes Novick.

Solo parts in the concert were taken by Pauline Ransow, Arthur Platt, Edgar Grout, Barbara Pungitore, Oscar Lavoie and Raymond Antoine. The complete program appears on the next page.

Winding up the season, the members of the chorus enjoyed a weenie roast at the Skridsko cabin on Turner's Pond, Walpole, June 5. The committee in charge of this affair were: Berniece Potter, Chairman, Martha McLauchlan, Margaret Sullivan, Myrtle Cobb, Harriet Dusty, Edmund Jones, Arthur Platt and Edmund Johnson.



NEPONSET CHORAL SOCIETY at its May concert. Front: Jack Harris, guest pianist, Ruth Gnerre, accompanist, and extreme right, Leonard Weaver, director.

First row: Lorraine Boyden, Myrtle Cobb, Eileen Bailey, Irene LeVangie, Oscar Lavoie, Edmund Jones, Edgar Grout, Raymond Antoine, Ruth Clark, Anna Ippoliti and Beatrice Mayhew.

Next row: Eleanor LaCivita, Helen Quackenbush, Barbara Pungitore, Albert Ippoliti, Arthur Platt, Donald Megathlin, Thomas Noonan, Eva Lindequist and Edith Peterson.

Next row: Florence MacDonald, Viola Buck, Margaret Sullivan, Claude Girling, Ronald Coursen, Anne Ayer, Edmund Johnson, Esther Petroni and Rose Gallazzi.

Next row: Blanche Cox, Eleanor Garland, Pauline Ransow, Dorothy McEleney, Berniece Potter, Edythe McMullin, Louise Campana, Frances Weaver, Esther Petroni and Martha McLauchlan.



ENTIRE BOARD OF DIRECTORS of Bird & Son is photographed for the first time since the election of two new members in March. They are, front row, left to right: W. C. Ahlgren, Treasurer of Bird & Son; Charles S. Bird, Chairman of the Board; A. H. Anderson, President of Bird & Son; P. R. Allen, former President of Bird & Son; Elmer H. Bartlett, former Sales Manager of Paper Products Division; John R. Macomber, retired officer of the First Boston Corporation and at present a director of several New England corporations; Perkins Bass, lawyer; E. L. Chamberlain, Vice President, Building Materials Division.

Back row: R. A. Wilkins, Vice President, Paper and Felt Division; J. C. Hunsaker, Jr., partner in Colonial Management Associates; W. R. McNeil, former President of Building Products Ltd.; E. T. Dickinson, associate in the firm of Louis J. Hunter Associates; E. Barton Chapin, lawyer; F. K. Becker, President of Bird Machine Co.; H. E. Sawyer, Jr., Vice President, Flooring Division; H. B. Pullar, President of Berry Asphalt Company; and Creighton Hill, Director of Personnel.

Serving on the Executive Committee of the Board of Directors are Messrs. Anderson, Allen, Bass, Bird, Chapin, Macomber and McNeil. Mr. Ahlgren is Secretary of the committee.

Spring Concert Program

CHORUS

Exaltation (a choral grace) *Gibb*
 Into the Night *Edwards*
 Tea for Two (from "No, No, Nanette") *Youmans*
 Brigadoon (choral selection) *Loewe*

JACK HARRIS, Pianist

Charconne in D Minor *Bach-Busoni*

CHORUS

The Heavens Are Telling (from "The Creation") *Haydn*
 Trio: Pauline Ransow, Arthur Platt, Edgar Grout
 Gallia *Gounod*

Solo by Pauline Ransow

INTERMISSION

CHORUS

Moonbeams (from "The Red Mill") *Herbert*
 May Day Carol (English folksong) *Taylor*
 Serenade (Swedish student song) *Ahlstrom*
 The Musical Trust *Clokey*

JACK HARRIS, Pianist

Siciliana *Arr. Respighi*
 Prelude No. 2 *Gershwin*
 Capriccio *Dohnanyi*

CHORUS

Give Me Your Tired, Your Poor (from "Miss Liberty") *Berlin*
 Prayer (from "Hansel and Gretel") *Humperdinck*
 Waltz and Chorus (from "Faust") *Gounod*

Solo parts by Barbara Pungitore, Pauline Ransow, Oscar Lavoie and Raymond Antoine



FIFTY YEARS A BANK DIRECTOR. Two men including Elmer H. Bartlett, Bird & Son Director, second from right, were honored at a testimonial dinner recently. Mr. Bartlett has been a director of the Norwood Cooperative Bank since 1901. Left to right: Daniel E. Callahan, Sr., the other fifty-year director; Warner Allen, Executive Secretary of the Massachusetts Cooperative Bank League, Mr. Bartlett, Arthur P. Allen, President of the Norwood Cooperative Bank.

(McLean Photo)

Union Elections at Two Mass. Plants

Local 385, Flooring

LOCAL 385, Union at the Flooring Plant, held its annual election of officers on May 23. The following men were elected:

President — John L. Dziubaniuk
Vice-President — Victor Plosinski
Secretary — George Kinsman
Treasurer — Leon Schensnol
Sentinel — Robert Taylor
Trustees — Thomas P. Folan
Kenneth Pierce
Louis Coburn
Executive Board —
James Connolly
Bartley Coyne
David Curran
Nils Lindequist
Thomas McColgan
Philip Muehlberger

John Dziubaniuk (pronounced Zoo-BONN-ick, rhymes with shoe tonic) has held union office before. He was President in 1942-3 just before he entered the service and previous to this election was Vice President. He has also been an active member of various committees including the By-Laws Committee. He works in the Maintenance Department and off the job is an experienced ham radio operator.

Vice President Victor Plosinski, an accomplished organist and pianist, is comparatively new to union office. He first served the union as a member of

the Executive Board last year. He is employed in Shipping.

George Kinsman, re-elected Secretary for a third term, has served the union for about seven years. He has not only held his present office but has also been Steward and Sergeant at Arms. He works in the Finishing Department (FFR).

Leon Schensnol took the job of Treasurer once upon a time to fill in for a couple of weeks and has held that office ever since. This summer marks his ninth year serving his Local. He is employed in Shipping. Leon and Mrs. Schensnol operate the Bell House in Sharon.

LIU 1330 East Walpole

VOTING on June 1 resulted in the following election results for LIU 1330, the Union representing the East Walpole Plants of Bird & Son, inc.:

President — Edward Conley
Vice President — Edward Paduck
Secretary — Edward Kelter
Treasurer — Everett Seavey
Financial Secretary — Ernest Koebe

Richard Sprague was elected Trustee and also a member of the Executive Board at large. The other member of

the Executive Board at large is James Barnes.

The rest of the balloting resulted as follows:

Sergeant-at-Arms — Herbert Palmquist.

Chief Stewards —

Maintenance Dept., James Barnes
Power & Steam, Alder Shaw
No. 1 Box Shop, Edward Paduck
No. 2 Box Shop, Samuel Thompson
Paper Mill, Francis King
Finishing Mill, Frank LaCivita

Edward Conley, the new President, is holding office in the Union for the first time. He worked at No. 1 Box Shop for two months in the fall of 1949. He started with us again in January 1950 and is at present a Utility Man in the Corrugated Finishing Department of No. 1 Box Shop.

Edward Paduck's service with Bird & Son dates back to the summer of 1939. He has always worked in the Combiner Room of No. 1 Box Shop except for the period March 1943 to January 1946 when he was on leave of absence for military service. He is at present Elevator Operator in the Combiner Room. He served the Union as department Steward last year and was also a member of the Negotiating Committee.

The Secretary's job is not a new one to Edward Kelter. He served a previous term of four years until 1949.

Everett Seavey is a Miehle 2-Color Operator at No. 2 Box Shop. His Bird & Son service dates back to January 1935. He has been Treasurer of the Union since 1949 and Chief Steward for No. 2 Box Shop and a member of the Negotiating Committee for the past five years.

Ernest Koebe has been Financial Secretary for six years and by reason of this office also a member of the Executive Committee. His Bird & Son service goes back to April 1917, almost all of it being in the Shipping Department of No. 1 Box Shop where he now serves as Scale Man.

The two new members of the Executive Board, Richard Sprague and James Barnes, are both holding Union office for the first time. Dick Sprague has been with Bird & Son since 1928 and is now an "A" Machinist. Jimmie Barnes' service with the company dates back to 1945. His job is that of a Millwright.

Installation of the new officers will take place in July.



FLOORING UNION OFFICERS, 1951-2. Seated in front: Leon Schensnol, Treasurer; Victor Plosinski, Vice President; John Dziubaniuk, President; George Kinsman, Secretary; George Grover and Philip Muehlberger. Standing: Louis Coburn, Bartley Coyne, David Curran, Kenneth Pierce, James Connolly, Nils Lindequist and Robert Taylor. Absent when the picture was taken was Thomas Folan.

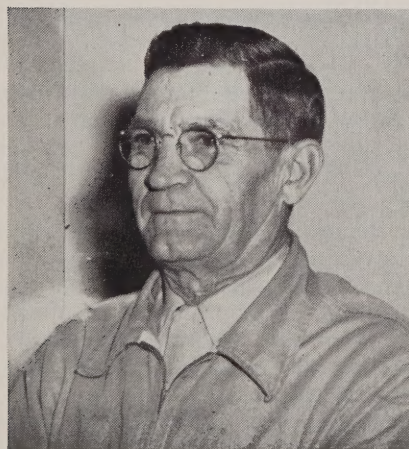
Company's 3½¢ Offer Accepted by Unions

A WAGE increase of 3½¢ an hour effective Monday, June 4, was offered by the company to the hourly paid employees of the Norwood, East Walpole and Phillipsdale plants at meetings held with the officers of the various local unions during the last week in May. The various union memberships subsequently accepted this offer which could be paid immediately, as it did not exceed the ceiling established by the Wage Stabilization Board. Also, in line with Wage Stabilization regulations, increases had been granted earlier at Chicago and Shreveport.

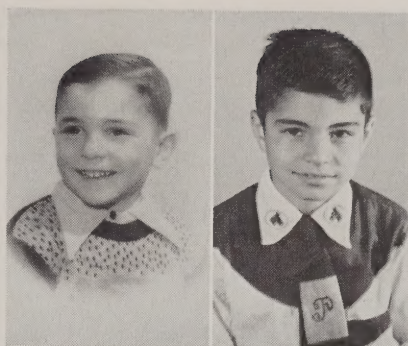
On Monday, June 4, the company announced a salary increase of \$75.00 per year for all salaried employees except Senior and Junior Executives. However, since this increase carried salary levels above the present government ceilings, it cannot be paid until permission is received from the Wage Stabilization Board. The company has already applied for approval.

The 3½¢ increase makes a total of 13½¢ in increases granted since the strike, 5¢ on November 18 and another 5¢ on December 18, constituting the two previous increases. Under Wage Stabilization Board regulations, increases up to 10% of the wage level of January 1950 are allowed. The company has made it clear, however, that the recent increase is not based on ceiling figures but rather on consideration of Bird & Son's own financial situation.

Retired



Adolph Waitonis, 1175 Washington Street, Norwood. Retired May 1, 1951. From November 21, 1922. Oiler for many years in East Walpole Maintenance Department. Also worked on the Paper Machines from 1943 to 1948.



SONS AND GRANDSONs of Bird & Son men are Robert, 4½, and Philip, Jr., 8. Their dad is Philip DeRose of the Shipping Department at Norwood Roofing and Vito Carchedi, retired from the same plant, is their grandfather.

Long Service List

WE give below the names of those whose fifth, tenth, fifteenth and twentieth anniversaries fall during the month of July, and of those who complete twenty-five or more years' service during this month.

Name	Year	Dept.	Years
Elmer H. Bartlett	7-25-85	Advisory	66
James W. Hammond	7-14-94	Retired	57
William F. Geary	7-1-96	Retired	55
Chester H. Andrews	7-10-07	Retired	44
John H. Graney	7-8-08	Retired	43
John F. Zabrowski	7-6-11	No. 1 Box Shop	40
Holly B. Dyer	7-14-11	Retired	40
William E. Harper	7-30-12	Retired	39
Patrick E. Costello	7-29-13	Finishing Mill	38
Joseph A. Sheehan	7-23-15	Staff Engineer	36
William Lewicki	7-6-16	Paper Mill	35
Eli L. Chamberlain	7-31-16	Vice Pres., Bldg. Materials Div.	35
Paul Sansone	7-2-17	Roofing Plant	34
Tony Simkus	7-23-17	No. 1 Box Shop	34
Andrew O'Malley	7-24-17	Power & Steam	34
Marion F. Smith	7-1-18	Office	33
Anthony C. Capachin	7-16-18	No. 2 Box Shop	33
Carl Jennetta	7-23-18	No. 1 Box Shop	33
William J. Colmer	7-11-19	Flooring Plant	32
Charles H. Seavey	7-14-19	Roofing Plant	32
William A. Gordon	7-2-20	Retired	31
Howard S. Whitney	7-6-20	Asst. to Vice Pres., Paper Div.	31
Matthew G. Phillips	7-12-20	Roofing Plant	31
Carlo Salvatorelli	7-14-20	Paper Mill	31
Garnette B. Cocke	7-1-21	Retired	30
Alfonso Dilulis	7-2-21	No. 1 Box Shop	30
John L. Geraghty	7-14-21	No. 2 Box Shop	30
Vincenzo Meomartino	7-14-21	Roofing Plant	30
Patrick F. Rogers	7-15-21	Office	30
John E. Johnson	7-22-21	Maintenance	30
William McLaughlan	7-26-21	Retired	30
Herbert A. Schaefer	7-5-22	Office	29
Michael Kozloski	7-7-22	Paper Mill	29
Dan'el Keady	7-22-22	Retired	29
Stephen Zinkowsky	7-25-22	Roofing Plant	29
Attilio Tronti	7-11-23	Roofing Plant	28
Donald W. Ross	7-17-23	Flooring Plant	28
Victor Jankowski	7-20-23	Paper Mill	28
Frank H. Vietze	7-23-23	Office	28
Felix J. Counter	7-8-24	Flooring Plant	27
Albert V. Duffy	7-11-24	Flooring Plant	27
Edward B. Holmes	7-21-24	Pox Sales	27
Baker L. Sears	7-21-24	Roofing Sales	27
Edwin W. Gillmore	7-30-24	Maintenance	27
Ambrose E. Fitzpatrick	7-3-25	No. 2 Box Shop	26
Earle C. Davis	7-6-25	Sales Mgr., Special Papers	26
John J. Cooke	7-8-25	No. 1 Box Shop	26
Charles F. Haak	7-8-25	No. 1 Box Shop	26
Carl E. G. Johnson	7-8-25	No. 1 Box Shop	26
Gladys K. Noddin	7-13-25	Office	26
Michael J. Conley	7-15-25	Flooring Plant	26
James M. Sheptycki	7-16-25	Flooring Plant	26
Thomas P. Durkin	7-21-25	Flooring Plant	26
Frank Michienzi	7-21-25	Roofing Plant	26
Wesley C. Ahlgren	7-1-26	Treasurer	25

Stuart M. Farris	7-6-26	No. 2 Box Shop	25
Harold J. Watson	7-13-26	No. 1 Box Shop	25
Michael J. Connolly	7-24-26	Flooring Plant	25
William J. McEntee	7-2-31	Office	20
Robert C. Mattson	7-20-36	Paper Mill	15
Henry F. Borgeson	7-9-41	No. 2 Box Shop	10
Charles F. Peters	7-9-41	Roofing Plant	10
Harold I. Fairbanks	7-10-41	Roofing Plant	10
Robert Taylor	7-15-41	Flooring Plant	10
Roger W. Anderson	7-21-41	Office	10
Robert W. Byrnes	7-3-46	Roofing Plant	5
James G. Brown	7-5-46	Roofing Plant	5
Claire Ste. Marie	7-8-46	Office	5
Hollis R. Bullard	7-9-46	Roofing Plant	5
Robert E. Collins	7-15-46	No. 2 Box Shop	5
Fernando F. Galano	7-16-46	Paper Mill	5
Alfred C. DeFlaminis	7-23-46	No. 2 Box Shop	5
Raymond W. Dyer	7-25-46	Paper Mill	5
James L. Stark	7-29-46	Flooring Plant	5
Kenneth E. Finlayson	7-30-46	No. 1 Box Shop	5
William P. Melish	7-30-46	Military Service	5
John E. Correia	7-30-46	Flooring Plant	5
Thomas Blundell	7-30-46	Flooring Plant	5
Albert R. Hermanson	7-31-46	Paper Mill	5
John Machado	7-31-46	Flooring Plant	5

PHILLIPSDALE

Fergus G. Christie	7-1-13	Retired	38
Joseph G. Berencourt	7-28-20	Plant	31
Antonio Dias	7-28-24	Plant	27
Hjalmar Hyrsky	7-10-26	Plant	25
Sven G. Mollerberg	7-9-36	Plant	15
Edward J. Boisvert	7-9-41	Plant	10
Clarence P. Henriques	7-28-41	Plant	10
Antonio B. Amaral	7-29-41	Plant	10
J. Raymond Robillard	7-19-46	Plant	5

CHICAGO

Harry C. Prinzler	7-1-13	Retired	38
Nicholas Ahrens	7-6-22	Plant	29
Benjamin Gasparro	7-17-22	Plant	29
Anthony Soltan	7-4-25	Plant	26
Alfonso Dixon, Jr.	7-5-46	Plant	5
Samuel Lawes	7-6-46	Plant	5
Casimer Rauba	7-10-46	Plant	5

SHREVEPORT

John L. Williams	7-8-46	Roofing Plant	5
Terrell Teutsch	7-9-46	Felt Mill	5
Alphonso Whitaker	7-16-46	Roofing Plant	5
John F. Eatman	7-18-46	Roofing Plant	5
Robert T. Wilson	7-22-46	Felt Mill	5
Ed Laran Bailey, Jr.	7-25-46	Roofing Plant	5

BERRY ASPHALT COMPANY

George A. Malone	7-31-41	Stephens	10
W. R. Bailey	7-31-41	Waterloo	10
Delton M. Bustin	7-22-46	Waterloo	5
Robert W. Crank	7-22-46	Stephens	5



PROUD MEMBER of Navy boot Company 197 at Newport, Dick Hazlett, former Main Office Messenger, stands beside 7th Division efficiency award.

Wilbur Fay Retires

WHEN Wilbur Fay retired from Bird & Son on May 11, the men in his department recognized the event with special ceremonies.

Wilbur, who has been a machinist for many years and in recent years Foreman of the Machinists, was presented with a gift certificate from the men in the shop. This certificate will let him make his own choice of hunting and fishing equipment from Iver Johnson's in Boston. In addition, the other Foremen in the department presented Wilbur with a purse.

His service with Bird & Son dates back more than forty-two years to December 9, 1908. Right from the start, he began as a Mechanic. During 1918 and 1919 he served in the First World War, returning to his job as machinist in September of 1919. He became Shop Foreman in August 1943.

Outside of the short fishing trip the first of June, Wilbur had no immediate plans for the first few months of his retirement. He says he will continue to live in East Walpole with his sister and expects as always to enjoy his annual hunting and fishing trips. Wilbur also likes to travel. A few years ago, he took an extensive trip through the West. He thinks that he may be travelling again now that he has the time.



ROBERT McLAUGHLAN, newly appointed Foreman of Machinists at the Main Mill Machine Shop.

New Foreman at E. W. Machine Shop

ROBERT McLAUGHLAN, East Walpole Machinist for many years, was named Foreman of Machinists at the Main Mill on May 12. He succeeds Wilbur Fay, who was Foreman of this department since 1943 and has just retired.

Mr. McLaughlan served his appren-

ticeship in machine work back in his native Scotland. There he worked in the huge Singer Sewing Machine plant at Clydebank for seven years. When Bob McLaughlan and this century were both in their twenties, he came to America, directly to East Walpole where he had relatives. Here he first worked at Endean, then started for the company at the Floor Covering Plant. In 1929 he came to the Machine Shop at the Main Mill in East Walpole.

Traveled for Bird

Since that time for many years Bob McLaughlan has had a unique job. He has been traveling for Bird & Son, but not as a salesman. He has worked on shoe carton machinery which the company rents for the set-up of its shoe cartons. Bob's job has been to install the machinery, instruct others in its operation and then to service the machinery from time to time.

During this period he did not have much time for home-like hobbies such as carpentry or gardening. He did take movies on his travels. And whenever he got wind of a soccer game he would go to it if possible. Bob was one of the Scotch lads who used to play on the famous Bird soccer teams of the late twenties and early thirties, and he has never lost his enthusiasm.

Bob McLaughlan and his wife, the former Ella May, who also came from Scotland, have two children. Robert Bruce is thirteen and Margaret is ten. The McLaughlans live in Norwood.



WHEN WILBUR FAY RETIRED, the boys were pretty sure what this outdoor man would like. They presented him with a gift certificate for sporting goods and another group gave him a purse. Making the presentation to Mr. Fay, left, is Bob McLaughlan. Right are Al Seaver and Leo Burns.

Tri-Mill Shooters

RIFLE Shooting, basic training course, sponsored by the Tri-Mill Sports Club, is still going strong. Those who signed up plus any newcomers are invited to the attic range at the Norwood Municipal Building any Thursday night after seven o'clock.

Henry Seavey, Floor Covering, is top man in the latest group. This class also includes Jack Walsh, George Johnson, Ed Maloof and Dan Adams. New girl sharpshooter is Jean Patterson, who has joined Pat Haste, Sis Murray and Dot Reardon.

Recently the shooters have formed pick-up teams and have had some close matches. Members of the winning team collect a pack of cigarettes apiece.

Club members are now sharpening their shooting eye for the postal rifle match.



RED CROSS CALL for blood in Norwood was answered by these Norwood Roofing men, flanked here by Herbert Schaier, left, industry chairman, and Roy Walton, right, plant Production Manager. Starting from Mr. Schaier, they are: Anthony Phillips, John Koval, Paul Rowe, James Reynolds, Stanley Wasilauskas, Peter Carchedi, Henry Thomas and Rocco Phillips. Two more blood donors who were working on another shift at the time of the photograph are John Pratt and Gerard Chisholm.

Roofing Men Rally to Red Cross

TEN men at the Norwood Roofing Plant added their names to the list of those who gave. It is doubtful if they want any particular credit for their contribution. But a soldier in Korea or a civilian in this country may owe his life to their willingness to volunteer.

Blood Donor Day was coming to Norwood on May 28. The Roofing Plant in Norwood had been chosen by Herbert Schaier, Norwood's Bird & Son Blood Donor chairman, as the place from which to solicit volunteers. Rocco Phillips, Union Steward, willingly took over when Roy Walton and Union President John Pratt asked him to contact the men.

Rocky not only sold the idea to himself and John Pratt, but got eight others to sign up. They were, besides the two already named: Peter J. Carchedi, Gerard T. Chisholm, John P. Koval, Anthony J. Phillips, John J. Reynolds, Paul J. Rowe, Henry A. Thomas and Stanley J. Wasilauskas. Four of these men work on No. 7 Machine. There were others who would have given if they could. One man was all set until he discovered that the age limit is fifty-eight and he was over the limit. Wallace Duncan, who works at the Main Office and lives in Walpole, got wind of the campaign and joined the Roofing men in contributing a pint of his blood.

Because of the world situation there will be more Blood Donor Days com-

ing. In fact, one is already planned in Norwood at the Junior High School for late fall. The Red Cross is the only agency in America which runs this vital service of collecting blood from healthy civilians and flying it overseas to our wounded fighting men. Those who are able to give, like the ten from the Roofing Plant, or those who gave in April from Walpole, are doing an immeasurable service to their fellow men.

W. H. Tyson Promoted

WILLIAM H. TYSON, formerly Flooring Sales Representative, was named Assistant to Field Manager T. J. Sullivan on May 18. The territory he will assist Mr. Sullivan in covering is an extensive one. It includes the Atlantic Seaboard from Virginia south, as well as most of the Midwest and Southwest.

In 1939, Bill Tyson went to work for Bird & Son as a Sales Trainee in the Roofing Division, later becoming a Salesman in northeastern Ohio. In 1943 he entered the Navy and served on a destroyer until just after the end of the war, when he was discharged as a lieutenant, junior grade. Bill then entered the employ of Ranger, Inc., manufacturer of sports equipment, as sales manager. He kept this position until 1949, when he resigned and came to Bird &

Son as a Flooring Division Salesman.

There are three young Tysons in Bill's family—Charles, seven, and daughters Cathy, five, and Nancy, three. The name of Tyson is not new to Bird & Son for C. E. Tyson, Bill's father, now retired, earned an honored place in the company with many years of service as a Salesman in the Flooring Division.

Off the job Bill occasionally has time for sports like sailing, skiing or golf. The Tysons live in Howell, Michigan.

Main Mill Union Holds Its Banquet

ANNUAL banquet of the Main Mill Union, LIU 1330, CIO, was held at the Echo Inn in Walpole on May 6. Four hundred members and guests were present to enjoy the roast beef dinner with all the fixings. Three acts of entertainment followed the banquet, after which the crowd danced to music by Larry Green's orchestra.

Guests of the union included Mr. and Mrs. John Burke, Mr. and Mrs. John Collins, Mr. and Mrs. Ted Covey, Mr. and Mrs. William Queenan, Mr. and Mrs. Robert Segal, and Joseph Queenan.

The committee in charge of arrangements were: Bernard Walker, William Dickinson, Frank LaCivita, Francis King, Edward Paduck, William Mattson, Louise Conti, Florence Hurley, Anne Kelter and Ida Venterosa.

The following girls served as usherettes: Louise Conti, Agnes Fraser, Anne Kelter, Catherine Bellew, Florence Hurley, Ida Venterosa, Helen Baggs, Rosanne McLaughlin, Mary Petrovski, Eileen Bailey and Helen Quackenbush.



PLANT DEFENSE COMMITTEE for the Massachusetts plants. Working under local Civilian Defense authorities are: Arthur Wilson, Robert Holman, A. W. Smith, chairman, and in front, Leo Bernier and David Fleming.

Milling Around



JULIA SMITH DOROTHY McEENEY
SABINA COSTELLO JULIA LEWIS
LOUISA GRAHAM WILLIAM GRAZADO
RAYMOND CASE MARY McDONOUGH
PAT McDONALD

Calling Dr. Lyman Sanderson! If you saw the recent three-act comedy, "Harvey", put on by the Walpole Footlighters you would know that they were calling Elliott Middlebrooke. Congratulations on a fine performance, Skip!

Bill Smith, Roofing Sales, is now slaving away on a cottage by the sea at Sagamore Beach on the Cape.

Mary Healy, Purchasing, recently enjoyed a week's vacation in Connecticut.

Jack Rambeau, Arthur Colburn, and Warren Anderson were guests of Howard Hanna one week-end in May at Howard's place at New Harbor, Maine. The fishing out of New Harbor was reported as enjoyable, if not too successful.

Jane Bartlett, daughter of Nelson Bartlett, Roofing, and Patricia Delaney, daughter of Daniel Delaney of No. 2 Box Shop, are welcomed on summer jobs at the office.

Helen Cullen, Payroll, received a lovely diamond on May 4. Her fiance is Jim

Walker of Norwood. Jim is employed at Vance Bros., Inc., West Roxbury.

Julia Smith's brother, Sgt. 1st Class Harold Smith, returned from Germany after 61 months overseas and is now headed for Ft. Sill, Oklahoma. He used to work at the Roofing Plant.

It was a good thing not only that Marion Tolman did not hurt herself when she fell down the steps recently but also that it was not on Monday — else how would she ever have been able to play her match that evening in the Girls' Golf League?

Sabina Costello is doing well after her long illness and hopes to be at work soon. Meantime, Doug Eames has been taking over where Sabina left off.

Phyllis Allen is welcomed to the Roofing Sales Office staff.

Barbara Hawkes has set the date, September 1, for her wedding. She is engaged to Al St. Cyr of No. 1 Box Shop.

A hearty welcome to John Carey who has joined the Cost Department.

Frank Hignett left the employ of Bird & Son on May 25 to work for the Statler Hotel. He was presented with a two-suitcase by his co-workers, along with a single rose, which adorned his desk.

Charlie Sumner, complete with protex compound on his hands and a 311 brush, has been painting the front of his house. He reports that one coat of paint really does the job.

Betty Lindequist, who has worked here summers, has just graduated from Boston

University where she studied the Latin-American program. Betty is now working with a firm of export managers in Boston, where her Spanish and Portuguese will be put to good use. Her father is employed at Bird Machine, but she has an aunt, Ethel Duncan of Payroll, and an uncle, Nils Lindequist of Flooring, who work here.

Welcome to John J. Reardon in our Auditing Department. Bird & Son is no stranger to John. He audited our records several years ago while with Price Waterhouse.

Welcome to Orville Westover, who hails from neighboring Dedham and will be associated with Joseph Erker in methods analysis.

Sorry to see Wilton "Mac" MacLachlan leave us and we wish him the best in the future.

On Monday morning, May 28, the Credit Union was better known as The Lobster Pot. All the gals sported beautiful sunburns after an enjoyable week-end at Velma Cobb's cottage on the Cape.

Larry Lindblom and his wife were completely surprised on Sunday afternoon, May 27, when a group of friends dropped in to honor the Lindbloms' tenth wedding anniversary. Among these were Mr. and Mrs. John Murphy, Mr. and Mrs. Allan Jones, Mr. and Mrs. Ernest Coleman, Mr. and Mrs. Joseph Coburn and Mr. and Mrs. Eric Soderlund.

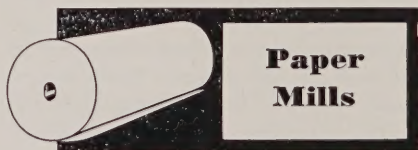
It is good to see Mr. and Mrs. B. D. Rogers back in East Walpole after their sojourn out West this winter.

Louisa Graham was spotted the second week in June driving out of the East Street parking space with a new car. It's a '51 Wedgewood blue Plymouth.

Ellen McClintock, Main Office Messenger Girl, can be thanked for the lovely iris and poppies we noticed one morning on the table in the Main Office lobby. Ellen's father has a hobby of growing flowers and landscaping.



MODERN EDUCATION provides interesting supplements to the old-fashioned textbook. Martha Schaier came home from high school one day and announced to her father, Herbert Schaier, Assistant Credit Manager, that he would have to build her an animal cage. She was going to raise hamsters as a biology project. Before long, Martha's project multiplied considerably, as you can see.



THOMAS FLOOD PETER GLEBUS
EDWARD GERAGHTY CHESTER AMBRUSKEVICH
FRANK NYBORN CAROLYN DELANEY
EDWARD WISNIEWSKI NINETTE PETRONI
EDWARD POWER ELNA GOTTBORG

If Jimmie Moylan seems to be suddenly in the chips, it's not because he has won in a quiz program but because brother John has struck gold. John is off with three other fellows by car to Alaska.

Major Tarbell, Lester or Les to you, recently spent two weeks on active duty with his reserve outfit at the Army Base in Boston.

Sorry to report that Clemens Kaseter was



NOT GRADUATING for some years to come, little Maureen Ann DeLuca won't even worry about birthdays until her first one on August 18. Rocco DeLuca of Flooring Finishing is her father and James Maroney of the Main Mill Yard Crew is her grandfather.

in the Norwood Hospital but glad to say he is now recuperating.

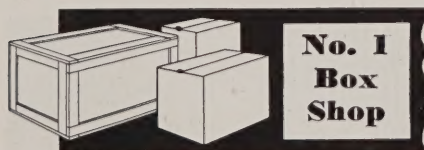
Recent patient at the Norwood Hospital was George Dusty, whose appendix suddenly needed removing one week-end.

Alma Walsh attended the Massachusetts Sub District I.O.O.F. Manchester Unity during a two-day convention at North Adams.

Lt. John Bandonis has moved from Devens to Camp Kilmer, New Jersey, where he did not expect to stay long.

Wendell Palmer, No. 3 Paper Machine, received a telegram June 1 from his son saying "Landing tomorrow, California." When his boy finally completed his long trip from Korea he had a belated Christmas party.

When Ed Wisniewski, Entertainment chairman, and his wife are off on their vacation up the Saguenay in the wilds of Quebec, Ed will still probably be haunted by toy fire trucks, merry-go-rounds, ferris wheels, balloons and popcorn.



JOHN P. WALSH LORRAINE REARDON
RAMONA CHICOINE EDWARD PADUCK
CATHERINE BELLEW KENNETH HOUGHTON

Romeo Valerio and Salvatore "Sully" Jennette are finishing their studies at Northeastern University Evening School. Romeo has been studying mechanical engineering and Sully has been learning real estate management.

George Mather was the victim of one of those thoughtless, if not downright mean drivers, who carelessly scraped the door of George's new car parked next to him and then did nothing about it.

Wilfred "Frenchy" Turenne was one of the lucky boys who watched that terrific seven-hour double header between the Red Sox and the Yankees on Memorial Day.

We are glad to report that Lorraine Reardon, who had a broken wrist, is better now.



GAY MOMENT at the wedding reception as the bride, the former Nancy Fleck of the Main Office, cuts the cake, assisted by her new husband, Albert Curtis.

Laura Illingworth spent a week's vacation in Albany, New York.

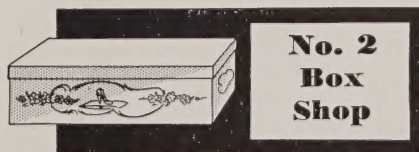
There was great rejoicing in the home of Helen Pakarkleis when her Army son was home from Korea.

Clare Larsen sent us a card from Carlsbad, N. M. She went West and met her daughter and son-in-law and their little girl. He had been in Korea since the outbreak of the war.

Bill Sundquist spent his vacation around his farm getting all the vegetables planted.

Our sympathy is extended to Anne Cavanaugh, who recently lost her mother.

Carl Johnson of the Solid Fibre Department is the proud father of Carl, Jr., winner of a John C. Lane medal at his graduation from Norwood High School this June. Young Carl also won a \$50 prize and had previously earned a scholarship from Northeastern University, which he hopes to enter this fall. Two more members of the Johnson family work here. Ronald works in the same department as his father and Eleanor, daughter in the family, works at the Credit Union.

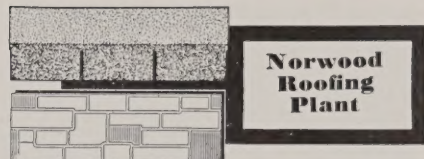


BARBARA COYNE JOHN MCGRATH
A. D. SMITH BERTA WHITE

Some of the fellows in Shipping have taken on part-time work. A few are working with a local contractor, while one is a hot tip specialist.

If you are in Sharon at Lake Massapoag, stop at "Scotty's" for eats and hire a boat for fishing. Bruce Scott, proprietor, is one of our Roll Porters.

Everyone was glad to see Lawrence Hubbard, former employee, who paid us a visit recently.



ARTHUR MCKENNA ROGER PERCY
LEONARD WEAVER JOHN FOLAN
LOUIS SILVESTRI VICTOR NARCISO
JOSEPH NEVINS JAMES MURRAY
JOHN HUTCHINS WILLIAM STEWART

Gordon Seabury was rushed to the Norwood Hospital on May 14 and had his appendix removed.

Elmer Cole is sporting a newly acquired 1950 Packard.

Lenny Nordstrom has figured out a way to beat the high meat prices. He is raising his own chickens. We'll be up to see you, Lenny, when they grow up.

Armando Croatti is finally going to stop patronizing the bus service. He will soon be a new Chevy owner.

James Hanlon has moved from East Dedham to East Walpole.

Hilmer Eklund took one of his vacation weeks early this year to work on his cottage at the Cape.

Walter Naff is back to work looking hale and hearty.

New addition to the Bird family is a nest of sparrows outside the Kettle Room window.

Leon Morrison, home on furlough, looked very snappy in his new Air Corps blues.

Arthur McKenna had a fine week's vacation the last of May down at Harwichport.

Roger Percy, back to work after being out sick for a long time this past winter, can still joke about the rough time he has had.

Otis Russell and Charles Matthews are spending their vacations adding a room to Charles' home.

Ludwig Russo grows tulips. They are very superior tulips and Ludwig was not slow about saying so. Dominic Jemella did not believe him. In fact he said it was



PRESENTING JEANIE SULLIVAN, year and a half old daughter of Ruth (Fulton) Sullivan, who used to work in the East Walpole Purchasing Department.



FOR THE BRIDE, flowers and good wishes from her department were proffered Molly Karshis, Flooring Sales, on her last day at the office before she became Mrs. Harry Butters. Standing are Doris Eveline, June Crean, Christine Burke and Anne McGovern. Molly was married June 3 at St. George's Lithuanian Church in Norwood.

impossible to grow tulips as remarkable as that. Ludwig really floored Dominic when one bright sunny morning he came walking with a lovely bunch of his tulips and presented them to the doubting Thomas.



BRUCE GRINDLE	DOROTHY HAWES
JAMES CONNOLLY	SIDNEY DEYOUNG
CHARLES COBB	FRANK KARSHIS
ROBERT TAYLOR	STEPHEN WOSNIAK
WILLIAM CHERRY	LEO PADDUCK
S. F. CAVANAUGH	

Michael Shea was involved in an auto accident a while ago. Besides considerable damage to his Pontiac convertible, he suffered a wrenched shoulder and lost a little time from work.

Johnny Buckus came back from a Cape Cod week-end, saying he saw a lot of people but none of them catching any fish.

Tony Grinavic and Dick Wehmas are running a lending library dealing in old *Look*, *Life* and love magazines — and funny books.

James Clancy would like to hear from some of the boys. His address is Norfolk County Hospital, Braintree, Mass.

Jim Bunker spent a week in May on a fishing trip to Moosehead Lake.

Peter Corsini is riding around in a brand-new Plymouth.

Oscar Dorr traded his old '37 Chev for a nice big Pontiac '49. (He says the old car was o.k. except that the radiator leaked, but then it ran just as well without water anyway. Of course you had to hold it in gear and the battery kept dropping out, but it got there just the same.)

John Fruci is back after being out sick quite some time. Welcome back, John.

Clare Hayman's son came home for a brief visit over the week-end. He had a 72-hour pass from Norfolk, Va. Clare gave him a lift as far as New York on the return trip.

Ed Parsons is getting to be a jack of all trades. Now he is building a new room on the back of his house over in "Chicken Town" (Stoughton). From what we hear it's going to be quite a room, knotty pine, big picture window and the whole works.

Charles "Duke" Geraghty is the proud owner of a new Chevrolet. The only trouble is, the sparrows seem to like it very much too. One morning it is reported that Duke was seen banging away at them with an air rifle. Why not try salt on their tails?

Tommy Trask, who has been out sick for a while, is now at the Veterans Hospital in Framingham. We wish you lots of luck, Tom.

Tom Flynn has recently been a patient in the Norwood Hospital. We wish him a speedy recovery.

Hubert Ripley of Medfield and Russell Bishop of Holbrook, both of Undercoat, are former members of their respective town police departments.

The Joneses, Harvey and George, also of Undercoat, are the latest brother combination in Bird & Son.

Benny Capone is sporting a new Plymouth.

Fully recovered and in good shape again, Albert Silva has now returned to his job.

George Grover has been in the market for a car since his Chrysler just up and died on him.

Charlie Mills, home on a brief leave, visited Flooring Finishing and told us about his recent cruise to Panama and Cuba. Charlie is currently seeing the world aboard the battlewagon *U.S.S. Wisconsin*.

Earliest vacationer in the Lino Department is "Pat" Patterson, who took in the world-famous Indianapolis Speed Race on Memorial Day.

New car owners in the Lino Department are Bernie DeSavage, '51 Dodge, John MacLachy, '51 Mercury, and Tony Abbruzzese, '50 Pontiac special deluxe.

Arthur "Art" Mills, U. S. Army, paid the boys in the Lino Department a surprise visit before being shipped to Japan. Art looks terrific in his uniform. He certainly makes the ideal soldier, being of medium height and well built.

Joe Flaherty was getting around via Shank's mare ever since someone planted that tree in the middle of the road over in Canton. Now, however, he's riding around in a brand new Dodge.

Dick Ellis' former '38 Dodge manages to stay in the Shipping Department. When Dick bought his new Ford he sold the Dodge to Frank Dima, who drove it a while, then sold it to Basil McAusland, present owner.

Tips on better gardening were swapped between Saul Swardlick and Frank Townsend of Flooring Finishing. Gardens are now well on their way but it still isn't too late to get expert advice if you have a problem.

Ivan Guard has returned from his trip to Indiana.

New reporter in the Linoleum Department is Sidney DeYoung. Sorry to lose Johnny Grover as Review reporter, but Sidney is welcomed in his place.

Gerard Cochrane of the Print Machines was out for a while with a sprained wrist.

Gus Mackys spent a week of his vacation making screens for his front porch. Even if they are a little crooked, Gus modestly remarks, they keep the flies out.

At this writing we are happy to report that Bernard Devine is expected back to work very soon after his bout with pneumonia.



CARLETON KRAFT'S DAUGHTER, Priscilla Ann, is 3½ and already quite a charmer. Her dad works on the Print Machines at the Floor Covering Plant.



PRIZED POSSESSION of John MacDonald is his ten-year-old bay mare, Daisy Mae, which "Little Mac," Flooring Finishing, is riding down the stretch at a pretty good clip.

3-Hit Suggester

MAY suggestion awards totalled twenty-five, the largest in several months. Thirteen of the ideas were money savers and received the ten dollar award for savings in manufacturing cost. Two Roofing men and two from Phillipsdale received additional ten dollar awards for having had five suggestions accepted — Charles Chorlton, Jr., FBM; Dominic Silvi, FBI; John R. Ellis, DPP; and Allen D. Perkins, DPI.

Top award winner for the month was Charles Chorlton, Jr. of the Roofing Plant. With three money saving ideas and a ten dollar award for five accepted suggestions, he received a total of \$40.00.

Norwood Roofing

Charles Chorlton, Jr., FBM	\$40.00
James Hanlon, FBPM9	10.00
Stanley Jezuliewicz, FBV	10.00
Malcolm M. MacDonald, FBM	10.00
Gordon Seabury, FBPM9	10.00
Dominic Silvi, FBI	20.00
Fred P. Turco, FBPM7	10.00
Victor Fornaro, FBPM5	5.00
Bernard Jankowski, FBPM1	5.00
Dominic D. Jemella, FBPM1	5.00
Norman H. Smith, FBPM1	5.00

Phillipsdale

Philip Gordon, DPB	\$15.00
Anthony J. Amaral, DPP	10.00
John R. Ellis, DPP	15.00
Allen D. Perkins, DPI	15.00

Norwood Flooring

Victor Leontie, FFR	\$10.00
Arthur A. Schroeder, FFG	10.00
William J. Spierdowis, FFT	10.00
Alfred Ratte, FFD	5.00
Frank Shumski, FFG	5.00
Clarence Young, FFG	5.00

In Military Service

THE Review in some ways is like the home-town paper. It carries a lot of material that means a great deal to its own people — Bird people in this case. Like the local press the Bird Review wants to keep in touch with the boys who have gone into the service. We want pictures, news items, new addresses. Service men's names are added to our mailing list as fast as definite addresses are received. We hope the boys in uniform or their families will continue to notify us of changes. When a service man has been transferred, gets a promotion or is home on leave, that's news for the home company magazine.

New service men are:

John Brown, Chicago
Edward Camelio, Flooring
Edward Cisternelli, No. 1 Box Shop
Donald Dyer, No. 1 Box Shop
Dominic Fruci, Flooring
Edgar L. Jordan, Flooring
John King, Shoe Carton Sales
Robert Lockinour, Chicago
Robert Mitchell, Chicago
Rudolph Nordstrom, Flooring
Mike Sanfilippo, Chicago
James T. Smith, Norwood Roofing
Floyd Stoffel, Shreveport Felt Mill
Kenneth Stuber, Jr., Paper Mill
Robert Walker, Flooring
Philip Wise, Norwood Roofing

Tri-Mill Notes

New floor covering now adorns the floor of the Tri-Mill Sports Club cabin on the Neponset River.



ROBERT IVATTS, 2/c CD, of the Seabees, is stationed at an air base in Puerto Rico. Bob, who used to work at the Finishing Mill, is the son of William Ivatts and brother of Bill Ivatts, both of East Walpole Maintenance.

Improvements being planned are repairs to the inside of the cabin and a fence across the entrance to the bridge.

The island would make an ideal spot for weenie roasts, clambakes and other outdoor picnics.

Has anyone a rowboat he would be willing to donate to the club? Excellent fishing is to be had in the river.

Eventually we hope to enlarge the auto parking area. We also want to build a rifle range.

More brush cutting is still needed. The evergreen trees originally planted by Mr. Bird are growing beautifully.

Monthly meetings are now held at the clubhouse.

FRANK NYBORN, Reporter



SHREVEPORT'S SAFETY COMMITTEE picture arrived too late to be included with last month's safety story. This picture is testimony that the Louisiana branch is also safety conscious. Left to right: D. L. Oliver, P. O. Johnson, A. C. Sheppard, G. D. Davidson, Frank Markham, R. N. Potter, N. R. McNeill and W. L. Smith. Absent at the time of the picture were B. P. Soward, Robert Wilson, G. B. Brown, Cephas Myers and William Winkler.

Phillipsdale Plant

REXFORD H. SALISBURY
MANUEL OLIVER

DAVID S. LOWRY
ARTHUR TRUDELL

LESLIE E. HOWARD
ROBERT CROWLEY



TONY AMARAL'S DAUGHTER, Thelma, on her wedding day with her husband, George C. Furtado, caught by the camera in a lovely outdoor setting. Her father is employed at the Wood Department at Phillipsdale.

Phillipsdale Notes

Stanley Kalenkiewicz has a new-to-him Pontiac.

Florence Hussey was a happy girl for quite a while recently when she won a radio.

An early vacationist was Arthur Turner who took one week, spending it at home to get a good rest.

Harold Hyde spent part of his vacation working on the Cape.

Russell Medbury has bought a Chevrolet — 1935 vintage.

Ed Roy is sporting a newly acquired Oldsmobile "88".

Louis Uncao asked Alfred Carvalho for his children's names so he could turn them in to his club to march at their feast parade. Al wrote their names on paper as Cisco Kid, Kate Smith, Roy Rogers and Hopalong Cassidy. Louis thanked him and folded the paper to send to his club. Television is a wonderful thing!

Manuel Oliver, Jr., son of Manuel Oliver of the Boiler Room, is now in the Army with the airborne troops. He is stationed at Indian Town Gap, Pennsylvania.

Casey Stengel and Farmer Rochford have both been very busy lately trying to explain why the Yankees can't beat the Red Sox.

Joe Marrier's daughter, Esther, is among those graduating from the East Providence High School this year. Esther, like her brother who graduated last year, also made the Honor Roll!



PVT. FRANK TAMEO, son of Anthony Tameo of Phillipsdale's Insulating Board Plant. He is at Fort Hood, Texas. Ex-GI's will note with some sort of pang the familiar barracks in the background.



NAVY SON of Arthur Turner, Phillipsdale Boiler Room, poses with his father and mother. Arthur, Jr., is going into intensive training for submarine duty at the base at New London, Connecticut.

Golfers Close to Top

OUR golf team is doing well for itself in the East Providence Industrial League. Captain Bill Kanoski leads the league with low total score. Phil Gordon and Charlie DelValle are rated 15th and 16th among the 48 players.

The Bird team stands second in the twelve team league with a score of 23.5 points won and 6.5 points lost. This is only four points behind the leaders.

John R. Medeiros

JOHN R. MEDEIROS, head cleaner in the Oiling and Cleaning Department, passed away suddenly May 24 at his home in Providence after an illness of about two months.

John had been with us at Phillipsdale since 1918, thirty-three years ago, when he started to work as Fourth Hand on the Paper Machine. He remained on the machine until about a year ago when at his own request he was transferred to Oiling and Cleaning where he headed up the department. John was known and well liked by everyone at the mill and we will all miss him.

He is survived by his wife, Conceicao; two sons, Joseph and William; a daughter, Laura; a brother, Joseph; and one granddaughter.

The funeral was held Saturday, May 26, from the Rebello Funeral Home in Providence with a requiem mass in the Church of Our Lady of the Rosary in Providence. Burial was in the St. Francis Cemetery in Pawtucket.

Prayer

Dear Father — Hear and Bless Thy Beasts and Singing Birds: And Guard with Tenderness Small Things That Have No Words.

Manuel R. Oliver

FOR the second time in two months, we at Phillipsdale were saddened by the sudden death of one of our fellow workers. Manuel R. Oliver, a Boiler Operator in DPR, died suddenly in the Memorial Hospital at Pawtucket on June 9, 1951.

Manuel had been with us at Phillipsdale since May, 1945, when he started as a Helper in the Boiler Room, later becoming a Fireman's Helper, and since March 1948 being a Boiler Operator.

He is survived by his wife, Irene; five sons, one of whom is in the service; his mother; three brothers and three sisters.

Funeral services were held from the Rebello Home in East Providence with a requiem mass in St. Xavier Church. Interment was at St. Francis Cemetery in Pawtucket.

We all extend our sincere sympathy to Mrs. Oliver and the members of the family.

Raymond F. Allen

RAYMOND F. ALLEN, promising young Salesman in the Flooring Division, was killed in an automobile accident, May 4, in Louisiana. He had been with Bird & Son since 1948, when he started as a Sales Trainee at East Walpole. He was not quite thirty years old.

Mr. Allen is survived by his wife, Lynette, a son, Steve, two and a half, and a brother, Don Allen of Dallas, Texas. He had served three years during the war in Naval Aviation and was discharged with the rank of lieutenant, junior grade. The Allens made their home in Memphis, Tennessee.

Acknowledgments

To thank you for your kindness and sympathy at a time when it was deeply appreciated.

The Family of Mary Anderson

Your kind expression of sympathy is deeply appreciated and gratefully acknowledged by the family of Ernest G. Borgeson.

To thank you all sincerely and to tell you that your expression of sympathy will always be gratefully remembered.

Mrs. John Medeiros and Family

the Question Box

Continued from inside front cover

only the lower paid jobs open for the man who wants to transfer to a new plant. Many workers when they learn these facts prefer not to take the transfers.

If a person has a particular skill and a job is posted in another department of his plant where this skill is needed, the worker has the chance to bid for the job. Where several bids are received, the best qualified person is selected. If no suitable bids are received, the foreman asks the Personnel Department to supply a man. If the Personnel Department knows of a qualified person in another Bird & Son plant, that person is recommended and interviewed before going outside the organization to fill the job. Any workers having skills (including office skills) which can be used in other plants or departments of Bird & Son, are urged to register at once with the Personnel Department.

I have heard a few Bird & Son employees mention that they had stock in the company. How would I, as an employee, go about purchasing Bird & Son stock — preferred and common? Why not allow employees to purchase Bird stock through payroll deduction?

a. Bird & Son stock, like any other stock, can be purchased through a regular broker. There are many reliable brokerage houses in any of our larger cities such as Boston and Chicago. Also for a small charge, most local banks will provide this service.

b. Bird & Son is not offering any stock for sale at the present time. The only Bird & Son stock being sold is from one individual to another. This has to be handled through a brokerage house and payroll deduction would not be a proper way to handle it. Any employee, however, can put his savings into the Neponset Credit Union by the payroll deduction method and then at regular intervals withdraw his savings and purchase stock. This would accomplish the same result.

Is it against any office rule or regulation to wear sun dresses in the office during the summer heat?

There is no rule which defines the type of dress that may be worn in the offices. It is entirely a matter of appropriateness and good taste.

Why is it that employees' orders for Floor Covering take so long to be filled?

The Flooring Sales Department is attempting to fill all employee orders within two weeks. If a longer time is required, the employee is notified that the stock is not immediately available. Any delay in filling of floor covering orders is due entirely to the large number being placed. Many employee orders are for yard goods. These all have to be cut to individual measurements and it takes time. Orders for rugs, which are already packaged, can be processed more quickly.

Is there any reason why Scotch tape cannot be carried and supplied on request to office workers at Bird & Son?

No reason whatever. We have not stocked it in the past because there appeared to be no consistent demand for it. An investigation disclosed however that it would be desirable to have in stock for certain applications. We will, therefore, carry it in stock soon.

Maybe the reason some folks lag behind in our free enterprise system is because they depend too much on the free part and not enough on their own enterprise.

The reason a dollar won't do as much as it once did is because people won't do as much for a dollar as they once did.

— Metz, Mo. TIMES

Shreveport

News and Views

STAFF: LUCILLE MCMURTRY, D. L. OLIVER, JR., WILLIE L. SMITH, FRANK MARKHAM, CYRIL WILDE, EDWIN SOMPAYRAC
RICHARD POTTER, Photographer



PURCHASING DEPARTMENT at Shreveport: Joycelyn Wilson, William Blue, Grace Fuller, A. W. Miller and O. N. Sherburne.

Shreveport Purchases, Too

PURCHASING at the Southwestern Division Plants at Shreveport and Glenwood is a miniature edition of that at East Walpole. But to those responsible for and doing the buying the word "miniature" does not seem quite appropriate.

Shreveport has the same problems of procedure, allocation, shortages, and so on, that plague all purchasing departments operating under a defense mobilization economy. Many valuable hours are consumed every week reading and attempting to digest the various government control orders being issued almost daily. Many of these vitally affect the procuring of material necessary to keep our plants in operation. Fortunately Bird & Son's relations with our suppliers is a wholesome one based on friendliness and co-operation. Our suppliers work hand in

hand with us in solving problems which at times seem almost insurmountable. Those responsible for buying at Shreveport believe that friendly co-operation is one of the most important fundamentals of purchasing. They strive at all times to keep our relations with all suppliers on that basis. It pays off!

The Southwestern Division, established in 1937, has, as you all know, grown tremendously in the last decade. We started with a Roofing Plant, added a Granule Plant at Glenwood, and then in late 1949 completed and put in operation our Felt Mill. Several thousands of tons of raw materials pass through these three plants monthly. It is the Purchasing Department's job here, as in all Bird plants, to have that tonnage available where and when it is needed. In many lines this creates spe-

cial problems not encountered perhaps to the same degree at our other plants.

Shreveport is not situated in the heart of an industrial section as are our other plants. Our raw materials travel many miles in most cases before reaching our plant. This makes it very difficult at times to regulate and maintain even, steady flow of materials. Shipments are received from Canada, Vermont, Illinois, Florida, all of which are many, many miles away. Our rag procurement program for the Felt Mill reaches out into eight or nine states and hauls of 1000 miles are not too infrequent. Even our waste paper program reaches out as far as 250 miles as compared to a procurement area of possible 50 miles radius at East Walpole. To lick this problem, the department has suffered many heartaches and headaches. The sale of aspirin has boomed in Shreveport Purchasing Department's employees' households in the last year.

Five in Department

Our Shreveport Purchasing Department, up until April 2 when William Blue became associated with us as Assistant Purchasing Agent, consisted of four employees: O. N. Sherburne, in charge of all purchasing, A. W. Miller, Grace Fuller and Joycelyn Wilson. All of these employees have added duties outside their purchasing work. Mr. Sherburne is Office Manager and Credit Manager. Mr. Miller is Traffic Manager, Miss Fuller is also Cost and Accounting Clerk and Mrs. Wilson is our Telephone Operator and File Clerk. Their purchasing duties must be sandwiched in with all the other daily duties.

Mr. Sherburne has handled all contract purchases and all raw stock purchases for the Felt Mill. Mr. Miller handles the majority of raw stock purchases for the Roofing Plant and operating and maintenance items. The two girls, Miss Fuller and Mrs. Wilson, handle all the reams of paper work

involved in keeping the purchasing files and records.

Management, realizing the tremendous growth and expansion of purchasing problems at this division, added Mr. Blue to the staff here. He comes to us with many years of experience in the purchasing field. As soon as possible Mr. Blue will assume full responsibility for all purchasing at the division, relieving Mr. Sherburne and Mr. Miller for full time attention to their other full time jobs. This move when completed, probably within the next six months, will be a big step forward in the total over-all administrative picture of the company.

Shreveport Speaks

David F. Nance, Jr., of the Payroll Department, is an enthusiastic worker among the Boy Scouts of Shreveport. With his young son fast approaching the active age, this team should have many enjoyable outings. One of the largest projects proposed by the Council here at this time is a new Boy Scout Camp on Caney Lake.

Robert Smith is thinking, "Playing the part of a gentleman doesn't always pay." He opened the car door for Mrs. Smith the other day and stood there talking to a friend. The door closed, caught Robert's finger and the doctor closed the wound with four stitches.

While D. L. Oliver was visiting his dad in the sanitarium, his little boy, D. L. III, cut his leg so badly he had to be rushed to the sanitarium for several stitches.

Before Kavat Loe left on his vacation, he gave his itinerary of all the lakes he intended to visit during the two weeks. He was missed from the daily domino game while he was away.

Of interest to his many friends at Bird was the announcement in our local newspaper's society columns—"Frances Herring to wed Leo J. Hogan in June ceremony."—Congratulations, Leo!

Cpl. Thomas F. Williford came by to see us the other day. His address remains Central Dental Lab, Fort Sam Houston, Texas.

Charles S. Hodges brought his football casualty home from the hospital yesterday. His son, Wynn, has been having tough luck in his spring practice. First he had some teeth knocked out and last week he hurt his side. These Bossier High Bearcats must be really taking their practice in earnest.

Ed L. Bailey was operated on for appendicitis Monday, May 14, and Tuesday they claim he was walking around the hospital room.

L. B. McCray came back to work May 15 after being away three weeks because of an appendectomy.

Our first softball league game was played May 15. We lost to Allen Millwork, thereby proving the customer is always right, by the score of 12 to 8. The season



GRAND BAYOU yielded plenty of fish to these Shreveport experts, G. D. "Dude" Davidson and William Winkler. While on this week-end trip Dude slept on the ground one night. He swears he had waves in his back next day from the cotton rows he was stretched across.

is young and everyone is urged to come out and lend his support. Schedules, playing time and location of fields have been posted on the bulletin boards.

Charlie Williams' oldest daughter was married the early part of May. Charlie claims he doesn't feel any older.

William Baxley still has them guessing who put that bump on his forehead. Latest story reported he tried to put his head out the car window with the glass run up.

Eddie White is glad to have his sister able to come live with him. She has been in the hospital for several years.

John C. Lee's Naval Air Corps son was through here two weeks ago. At present he is going to NAC School at Jacksonville, Florida.

Willard Patrick's wife won a new subdivision lot in New Orleans. The whole family was driving down this week-end to sign papers and bring the deed up to date.

Jim Brandon got out of Tri State Hospital one day and his wife went in the next. Mrs. Brandon was dismissed and now Jim is about to have to be admitted again.

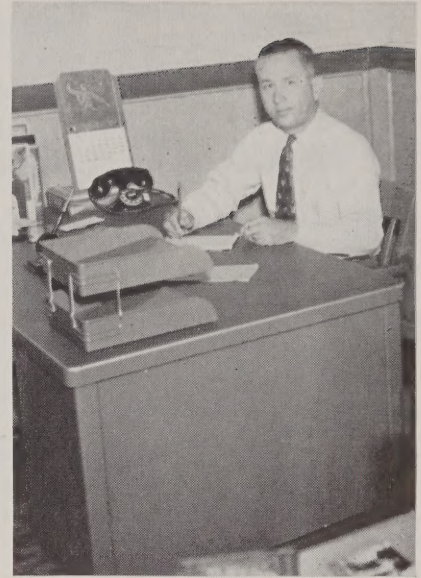
When Shreveport got the three new tractors recently, this reporter found M. T. Martin looking them over. He said, "They sure do look nice and such an improvement. You know, I was the first tractor they had at Shreveport!"

Wilton Guice is now a fly fisherman. His wife gave him a snazzy fly rod for his anniversary. Good luck, Wick!

Claudie Neal went to Berryville, Arkansas, with a load of roofing and had to detour all over the Ozark Mountains. He hopes that the next time he has to take a trip through beautiful country he hasn't seen before that he is in a car and not a roofing truck and that it is during the daylight when he can see.

We extend our sincere sympathy to Calvin Clark whose mother passed away recently.

We were very happy to have Creighton Hill visiting us.



William Blue

New Assistant

WILLIAM D. (BILL) BLUE, named Assistant Purchasing Agent on April 2, is a native born Texan. Leaving the Lone Star State at the age of four years, he was reared and educated in Louisiana schools. After graduating from high school, he was employed by a local automotive jobber and except for a brief trial in professional baseball, has stuck to the automotive industry for the past twenty-two years.

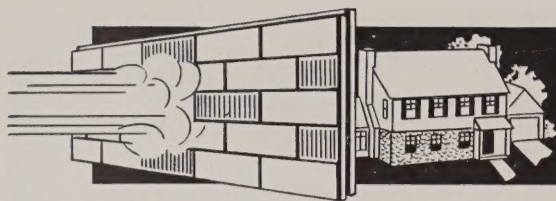
He left Shreveport in 1934 and was employed by the Wadel-Connally Hardware Company (Automotive Department) of Tyler, Texas. For a number of years he was Purchasing Agent for the organization with headquarters in Tyler and branch operations through East, North and South Texas.

He married Elizabeth Swann of Tyler in June, 1936. Patricia Ann, their only child, was born the following year.

Moving back to Shreveport in January, his connection was made with Bird & Son this year on April 2.

Blanchard Watts has received word that his son, Perry, has been promoted to Corporal.

Cyril Wilde has told this reporter that he would like to go on record as caring not one whit for the opinions of the doubting Thomases and other wet blankets in the mill and office who ridicule and malign his gardening efforts. "So what if the garden is pool-table-size," stated Mr. Wilde in an exclusive interview. "I've already saved 15c on mustard greens!"



Chicago Roofing Plant

STAFF: G. F. CAMPBELL, MATHILDA HANSEN, VIRGINIA O'BRIEN, JOSEPH BLACKMAN, MARTIN PEARCE

Wins Safety Trophy

THE Chicago Plant is the winner and permanent possessor of a beautiful safety trophy representing first place in Group "B" in the second annual Asphalt Roofing Industry Bureau Accident Prevention Contest for 1950.

Presentation of the award to the Chicago Plant was made by Al Smith, Personnel Services Manager, on his recent visit to Chicago.

During the year 1950 the Chicago Plant maintained an accident frequency of "0" in spite of the adverse safety conditions inherent in the dismantling of the old No. 1 Machine, the installation of the new No. 6 Machine and the trying days of the initial operation of the new machine.

The achievement of a perfect safety record for 1950 has resulted in a renewed interest in working safely on the part of everyone at Chicago and every effort is being made to duplicate the performance in 1951.

Chicago Notes

A First Aid Course is being conducted every Wednesday night at 7:30 P.M. in the Cafeteria under the auspices of the American Red Cross. Those taking the course reported it very educational as well as entertaining.

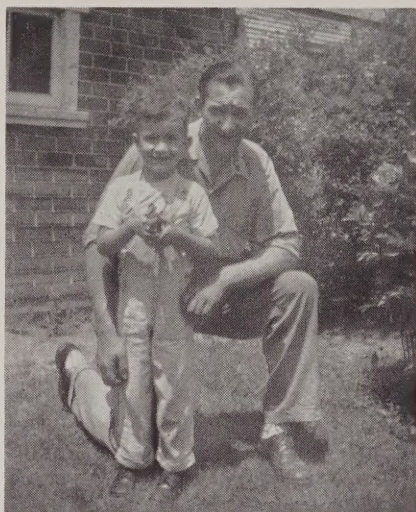
We are pleased to welcome Robert M. Luetgert to the Printing Dept. We hope his stay is long and pleasant.

Recent visitors from East Walpole included Howard Whitney, Creighton Hill and E. R. Pulsifer. Steve Traudt spent so much time with us recently that many thought he was a regular employee at the Chicago Plant instead of in Industrial Engineering at the Main Office.

We have heard many comments in regard to the roofing industry's manner of figuring invoices. The following quotation taken from a recent letter seems to hit the nail on the head: "The Chinese puzzle, or invoice, which I received was figured to the best of my ability. You may please inform me if check is close to correct amount. Think your roofing is much easier to sell than invoice is to assemble."

We welcome Marie Barra to the Office as a Sales Correspondent and hope she will enjoy working here.

There has been a lot of paint and white-wash sprayed on the inside of the mill in the past few weeks. It sure has improved the appearance. Ed Rickerson, who super-



RAY GUSICK, Foreman of Chicago's new No. 6 Machine, and young son Johnny.

vised the job, has promised to give us a write-up for next month's Review.

John Broadley, retired, a former Bird & Son worker in East Walpole Maintenance Dept., visited the Chicago Plant on June 6 and spent several hours talking with old friends. He told us of many interesting experiences while staying with his daughter, Bertha, in California. She was a Bird & Son worker in the East Walpole Flooring Sales before she was married and moved to Los Angeles, California.

We welcome John F. Meditz, an Assistant Foreman in the Shipping Dept.

Best wishes also to Albert W. Keaton, another Assistant Machine Foreman in the plant.

We welcome Patricia M. Thavis who will help us out during the vacation period.

We welcome Robert Allen Phee, the new Planning and Scheduling Clerk, and Thomas O'Day, the new Assistant Inspector.

We welcome Allan Murgatroyd to the staff of our Laboratory. Allan formerly worked at the Transparent Package Co., manufacturers of frankfurter suits. He and Mrs. Murgatroyd reside on the near north-side. Perhaps the present White Sox siege will convert them into honest to goodness Southsiders before long.

Harold Altman has a new Chrysler Windsor.

Softball Opens Fast

OUR Chicago softball team seems to be getting off on the right foot this season. It took the first two games in a row. In last Tuesday's game the brash Chicago Birds spotted the tough Denomidies a 4-0 lead in the very first inning, then whipped them 24-14.

In the third inning, Eddie Scheide, No. 4 Machine, looked at two very low balls and one strike, then picked out one he liked and drove it into deep left field for a home run with two aboard. Not to be outdone, Leroy Pittman (Mr. First Baseman) contributed to the day's festivities by walloping two round trippers in the same spot. Successive doubles by Paul Scheide, Melvin Thompson and "Boogie" James together with a tremendous display of hitting and fielding by the team helped Pitcher Hank Stutley ride to his second victory without a loss. Paul Scheide as manager of the team is doing an excellent job.



Hatched

To Walter and Mrs. Coffee, a boy, on June 8, weight, 6 lbs. (Flooring)

To Joseph N. and Mrs. Deptula, a boy, Joseph N., Jr., on May 23. (Flooring)

To Watslow (Wally) and Mrs. Krafton, a girl, Sherril Dorothy, on May 7, weight 6 lbs., 3 ozs. (Roofing)

To Richard and Mrs. Bell, a boy, May 26. (No. 1 Box Shop)



Matched

Coleman Conroy and Mary Connolly, on May 26 at St. Catherine's Church, Norwood. (Both of No. 1 Box Shop)

Bertil Ostrom and Josephine Phyllis Vacca, on May 19 at the bride's home, Sharon. (Roofing)

Robert L. Davis and Barbara White, on June 9, at the Congregational Church, Sharon. (Office)



By STELLA HINES

Columbia Motors, Dodge and Plymouth dealer in Magnolia, has done right well lately trading with Berry Asphalt Company employees. First, Donald Ray bought a brand new Dodge; then Stella Hines traded her Chevvy for a 1950 Plymouth; and, next, Dorothy Liles traded her 1939 Chevvy for a '47 model.

In the spotlight on the house news is Zuma Awbrey's new home. She has just moved her family into a lovely three-bedroom house which, incidentally, called for new living room furniture and Bendix washing machine. It looks as though Santa Claus came early — what with all the graduation gifts that daughter Cortez is receiving.

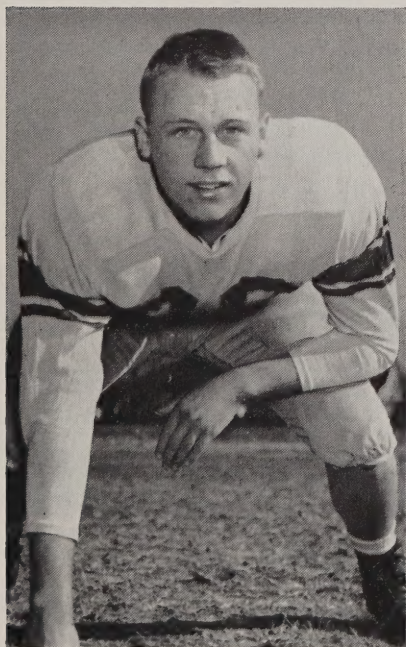
In the remodeling class is the Hines home with its new screened front porch and siding.

Quite a lot of excitement was caused recently when the oil on the spray pond at the Stephens Refinery caught fire. Thanks to the Stephens new fire fighting equipment, no serious damage was done.

The annual Safety Barbecue was held on May 9 for the Waterloo Refinery employees and families.

We extend our sympathy to their families on the recent death of Mrs. Dora Waters and J. M. Hodnett. Mrs. Waters was the mother of Chris Waters, Stillman at the Waterloo Refinery. Mr. Hodnett, who was a Stillman at the Waterloo Plant,

June Graduate



GLENWOOD SAFETY COMMITTEE. Left to right: Garlin Austin, Carl Whatley, Hurcil Cowart, Jesse Johnson and Odus Babbitt. Paul Johnson, night repair crew representative, was unable to be present when the picture was taken.

was the father-in-law of Homer Sarrett, Plant Superintendent.

Creighton Hill spent a few days in Magnolia during May. We're always glad to have East Walpole visitors.

Ted Van Pelt, Ches Eberle, Fred Sebastian and Dr. Paul Sizemore were several shades redder after a couple of days on the Gulf Coast recently. They reported that "Doc", one of Magnolia's leading physicians, caught a very rare species of bottle fish, more commonly known as "Coca Cola". The odd thing is that no one ever catches this particular kind of fish except one who has never done deep sea fishing before. The fish put up quite a fight but was finally landed.

Carl W. Berger was due to arrive in Waterloo, June 10, to assume his duties as Refinery Superintendent. He brings his wife, 12-year-old daughter and the family pets from Garden City, Kansas. We take this means of saying welcome to Berry Asphalt Company.

Memorial Day gave lots of folks a chance to go fishing and everybody brought back a lot. For weeks now the fish in the Ouachita river have been biting almost anything on a hook.

John Waldron found a house with an electric dishwasher in the kitchen and moved in before he ever looked at the rest of the house. It does have other rooms, doesn't it?

Homer Sarrett is leaving Berry Asphalt Company and Waterloo. We all wish him and his family the best of luck.

We also extend our good wishes to Chester Eberle in his new connection with MacMillan Petroleum Company, El Dorado, Arkansas.

NORWOOD SMITH, son of Roger Smith, Berry Asphalt Company Vice President, graduated this June from Magnolia High School. Picture is printed separately from the grouping of other June graduates so that the football photograph may be shown. Norwood was selected as All-State Guard last fall.



By HURCIL COWART

Safety Meeting

At our last meeting the Safety Committee went over some ideas for guards for hazardous places in our plant and pit.

Garlin Austin, from the slate pit, has been appointed recently as a committeeman in place of Odus Babbitt, who was at the pit. He is now Oiler at the plant. Paul Johnson has been appointed to represent the night repair crew on the Safety Committee.

Notes

Paul Johnson, Night Repairman, was second winner in the recent fishing derby on Lake Narrows, near Glenwood. Paul had bought a new 5H.P. Mercury motor a short time back. For a daily prize, Paul took first place winning a \$60 rod, reel and line which made him eligible to enter for the derby day. In this he took second place by catching the largest largemouth bass, giving him a nice 14 ft. aluminum boat and 5H.P. Atlas Royal motor.

Jonas Plyler, our Welder, left to take up his place as a GI Agricultural Trainee. I understand he will go in mainly for poultry raising. However, he is planting a nice size watermelon crop.

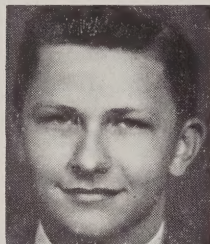
For all rainy days, the strongest umbrella of all is faith.

Congratulations to the Graduates

These young people and others whose pictures we do not have are sons or daughters of Bird & Son and Berry Asphalt Company employees. Included are three girls who started after school in the East Walpole Office before graduating from high school. To all of our June graduates we extend our best wishes for success in the new adventures ahead of them.



Frederick Johnson
Boston University
College of Music
Son of
Arthur Johnson
No. 1 Box Shop



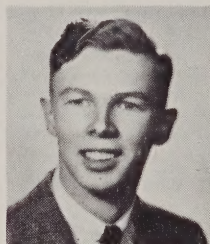
Wm. J. Brebach, Jr.
Illinois Institute
of Technology
Son of
William J. Brebach
Chicago



Cortez Awbrey,
Magnolia High
School
Daughter of
Zuma Awbrey
Berry Asphalt



Wilda Hignett
Foxboro High
School
Works after school
Office



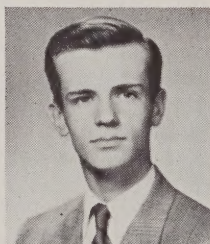
John A. Campbell
Calumet High
School
Son of
G. F. Campbell, Jr.
Chicago



Emily Sprague
Walpole High
School
Daughter of
Richard Sprague
E. W. Maintenance



Ethel Jean Smith
Nasson College
Springvale, Maine
Daughter of
George E. Smith
Norwood Roofing



James Golden
Walpole High
School
Son of
Katherine Golden
Office



Paul H. Mudgett
Walpole High
School
Son of
Perley H. Mudgett
Paper Mill



Janet Lamore
Walpole High
School
Daughter of
George Lamore
Paper Mill



Fred C. Picard, Jr.
Norwood High
School
Son of
Fred C. Picard
Norwood Roofing



Marcia Weed
Beaver
Country Day
Daughter of
Rogers Weed
Office



Esther Marrier
East Providence
High School
Daughter of
Joseph Marrier
Phillipsdale



Robert Bearce
Foxboro High
School
Son of
Howard C. Bearce
Norwood Roofing



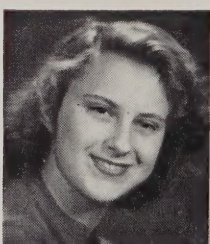
Robert White
Walpole High
School
Son of
Roger White
Norwood Flooring



Shirley Stravinski
Norwood High
School
Daughter of
Bernard Stravinski
No. 1 Box Shop



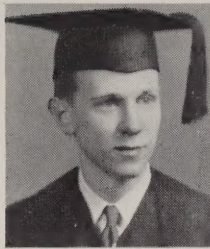
Anne McKinnon
Norwood High
School
Daughter of
William McKinnon
Paper Mill



Joan E. Pierson
St. Mary's
Academy
Daughter of
Fred Pierson
Phillipsdale



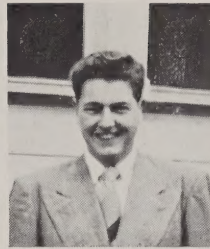
Robt. J. DeFlaminis
Norwood High
School
Son of
Amedio DeFlaminis
No. 2 Box Shop



George E. Goodwin
Eastern Nazarene
College
Son of
George Goodwin
Flooring Plant



Raymond Eames
University of
Mass.
Sons of Arthur Eames
Paper Mill



Robert Eames
Walpole High
School



Charles P. Cyronak
St. Casimir's School
Son of
John Cyronak
Phillipsdale



Thelma Hill
Walpole High
School
Works after school
Office



Adeline Gazerro
Walpole High
School
Works after school
Office



Priscilla M. Boyden
Walpole High
School
Daughter of
Earl Boyden
No. 1 Box Shop



Shirley Chicoine
Fisher Business
School
Daughter of
Ramona Chicoine
No. 1 Box Shop



Becky Davis
Beaver
Country Day
Daughter of
Henry Davis
Office



Cheryl Illingworth
Walpole High
School
Daughter of
Laura Illingworth
No. 1 Box Shop

(One more graduate, see page 21)

Neponset Credit Union Keeps Up to Date

TO keep abreast of changes, officers and personnel of the Neponset Credit Union must meet with others in their field of work. Annually they attend the state Credit Union conference, where the latest developments in this public service work are discussed. The second week-end in May this year saw ten delegates from the Neponset Credit Union at the New Ocean House at Swampscott. Here were talked over such subjects vital to Bird & Son Credit Union users as: real estate loans, rates of interest on loans, dividends paid to members, and the collection of overdue loans.

A. W. Smith Speaker

First speaker at the Saturday morning session was our Credit Union's Treasurer, Albert W. Smith, past president and a director of the Credit Union League of Massachusetts. Al Smith's talk was on "Financing of Automobiles".

Besides its regular credit union work, the Neponset Credit Union acts as an



CREDIT UNION DELEGATES and wives attended the state convention in May. One delegate missing from the picture is the President of the Neponset Credit Union, who took the photograph. He is Walter Hartig, Review photographer. Standing in back: A. W. Smith, Leo Bernier, Nelson Bartlett, John Burke, Howard Whitney, Joseph Coburn, Russell Tupper. Seated: Mrs. Coburn, Mrs. Smith, Velma Cobb and Mesdames Tupper, Bernier, Burke, Bartlett and Whitney. Seated on floor: Mary Moylan, Mrs. Hartig, Barbara Proctor, Hilda Rafuse and Mary McDonagh.

agency for Massachusetts Savings Bank Life Insurance. On May 3, Velma Cobb and Barbara Proctor attended a conference on this subject at the Lafayette

House in Foxboro. Sponsored by the Canton Institution for Savings, this meeting was called to discuss problems common to agencies in this area.

Club President Reports to Members

I ATTENDED the bowling banquet April 28 and it sure was swell to see so many guys and dolls participate in this Bird Club sponsored activity.

It was a festive evening and it brought together all of the big wheels and little wheels for a night of sociability that is only true of people who like to work in Bird & Son and partake of the company and club's planned programs. Everett Fuller and Berniece Potter, the respective chairmen, deserve a pat on the back for a well-planned program.



Vets' Troupe Feted

The Veterans' Hospital Show Group were entertained by the Bird Club at Cain's in North Weymouth, May 15, for their grand work this past season. Mr. and Mrs. Axel Anderson were invited guests. It was the first time many of the folks appearing in the show had the pleasure of meeting our company President. Mr. Anderson praised the group for the fine work they had been

doing the past seasons. I am sure his words were an inspiration for many of these performers to continue giving their support to the Bird Club Show and hospitalized veterans in general. Mrs. Irene Iafolla was presented with a bouquet of flowers from Mr. Anderson as this is her last season with us. Bill Grazado, representing the group, presented Irene with a suitable gift for her future blessed event. Everybody did their stuff, as usual, and I thought the hit of the evening was when we all sang "Good Night, Irene" — very appropriate, Mrs. Iafolla.

N.I.R.A. Convention

The convention on Industrial Recreation that I attended in Chicago was very interesting. We found out that our Bird Club program was very similar to that of many of the companies attending. However, the ways they sponsor their activities are many and varied. They range from using the profits on soft drink machines, candy, cigarettes, to magazines and employees' stores and salvage newspaper.

There was a professor of recreation from Purdue University who was the main speaker at one of the sessions. He had made quite a survey for the National Industrial Recreation Association and some of his comments were quite interesting. For instance, in one company where they had started a

BIRD

planned recreational program, absenteeism and sickness and general staying away from the job had decreased 36%. This was attested to by the life insurance company and members of the medical profession. Also, the average of what it costs *per employee* to sponsor the different activities was as follows: softball, 12¢; varsity softball, 52¢ (company team); employees' chorus, 17¢; interdepartmental bowling, 5¢; Christmas party, 23¢. He did not give any figures on varsity baseball but said it was very high and in most cases did not warrant the large expenditure of money for the number of people playing and spectator value. Of course, there were many more statistics but this will give you a general idea of some of the figures that are being used over the country. Of course, the title of his subject was "DO SOME ACTIVITIES COST TOO MUCH?"

Some of the services offered by a few companies were unique, like a voter's registration service; photo service (employee gets married, etc.); weekly plant tours; vacation service; Girls' Club (Baby Sitters). Well, there you are. Anyone interested in being chairman of the Baby Sitters' Girls' Club?

The bulletin we sent out on baseball was very poorly answered and, of course the usual "jokers" were at work putting down the names of men much too old to play baseball. However, by the time this goes to press, the Bird Council will have decided what to do about this sport for this season and we haven't given up hope yet!

I suppose all of you squirrel shooters are warming up for the Tri-Mill Sports Club Postal Rifle Shoot that closed June 12. I believe this is a swell idea in bringing all of our employees in the different plants and locations together in a common sport. Maybe some pleasant relations will be fostered by this Postal Shoot. Anyhow, keep your powder dry, folks.

Teddy Knaus looked mighty natural in that picture in the last Review. What, no pipe, Ted!!

Field Day

I know there will have been hundreds of people at Bird Park June 10 for the combined Bird Club - Bird & Son - Bird Machine Field Day, and I'm sure all of the kids will have had a full day. Ed Wisniewski and his hard-



VETERANS' SHOW BANQUET. Guests of the Bird Club for their part in the successful program of entertainment for hospitalized veterans, these people with their friends enjoyed a fine dinner one evening in May. Foreground: Roger Connolly and James Purdon. Center table, far side: Dan Sweeney and Mrs. Sweeney, Julia Lewis, George Wallace. This side: Albert Ippoliti and his sisters Irene Iafolla and Anna Ippoliti, Peggy Hunter. Standing in back, right, Bill Grazado, chairman. Back: Vin Perry and Mrs. Perry, Mrs. Matthew Connolly, Mrs. Ed King. This side: Matty Connolly and Ed King. Table to right, in background: Hilda Rafuse, Mrs. Grazado and John McDougall, Bird Club President.

CLUB

working committee have been going all out to make this day a terrific success. I was talking to Ed the other day and he was telling me of the work he was doing to line up the different acts. It sure is a lot of work, a field day like this, and I hope all you club members realize the grand bunch of people you have working for you in the Entertainment Group.

The golfers are going along fine and the weather has certainly been in our favor. However, some of these ardent golfers amaze me by not bothering to call up their respective captains when they can't make it, causing everybody to be delayed. It seems to me the least they can do is to call. Golf is one of the most popular activities in about 90% of the companies represented at the Chicago conference. Let's keep it popular, fellows, by showing up, being on time, or calling up if you can't make it.

Yours,
John McDougall

Men's Golf

By DICK SPRAGUE, Chairman

WE have finished four weeks of play. Results show two teams very close for first place and two teams fighting to stay out of the cellar. Captain Price's team was on top with 46½ to Captain Pudsey's 42. At the other end, Captain Baranowski and his men led Woloshyn's wallopers by only half a point, 28 to 27½.

Nearly fifty men and girls together turned out after five on May 29 for the first Scotch foursome. Divots and other things were flying and the players had their usual good time. John Woloshyn and Ninnette won low gross the hard way by putting out a tie against Paul Manning and Helen Shimsky. Their score: 46. Tom Rogers and Anne Lindsay had a neat 29 for first low net. Next were Joe Coburn and Peggy Daunt with a 32, with Ken Rouillard and Peg Delaney only one stroke more, a 33, for third low net.

The mimeographed report on results of the match carried a notable P.S., which we quote:

"If anyone sees a pair of light green socks or coral ones, look closer and you will see Jim Hanley or 'Flo' MacDonald. They won the prize for High Gross."



SAFETY IN NUMBERS. Chairman of the choral group, Chet Porter, is lionized by fair members of the club backstage. From the left: Eleanor LaCivita, Irene LeVangie, "His Majesty", Eileen Bailey, Barbara Pungitore and Mattie McLauchlan, who gives Chet the finishing touches before curtain time.

Whiz Kids Lead in Girls' Golf Play

AFTER the match the first week in June, Ninnette Petroni's Whiz Kids moved ahead of Mary Moylan's Fairways, who had been leading the Girls' League. Standings were:

Whiz Kids	31
Fairways	30
Hi-Flyers	23½
Golfing Aces	8½

Prizes are given each week for various feats of skill. On May 7, low score on the water hole determined the winner. Five girls came in with par, but Anne Smith was the lucky one. The next week Julia Lewis copped the prize with low score on 4, 5 and 6. The May 21st prize was for low on the first three holes—won by Helen Shimsky. League play skipped a week for the Scotch foursome on the 28th, but resumed on June 4, when Mary Bannon turned in the winning 14 putts for the fewest strokes on the green.

On The Lighter Side

Mother Rabbit to Offspring

A magician pulled you out of a hat — now stop asking questions.

Teacher: "James, your essay on 'My Mother' is the same as your brother's, word for word."

James: "We have the same mother, ma'am."

No one pays attention to apple skins — but you should see the crowd around a peach peeling.

Pretty Caller: "May I see the manager?"
Clerk: "Certainly, lady; the manager always has time to see a pretty girl."

Pretty Caller: "Well, tell him his wife is here."

The big business man had died and gone to — well, not to heaven. But hardly had he settled down for a nice long smoke when a hearty hand slapped him on the back, and into his ear boomed the voice of a persistent salesman who had pestered him much on earth.

"Well, Mr. Smith," chortled the salesman, "I'm here for the appointment."

"What appointment?"

"Why, don't you remember?" The salesman went on, "Every time I entered your office on earth, you told me you'd see me here!"

Pop — So you played hooky again? What makes you stay away from school?

Son — Class hatred.

The usual crowd of small boys was gathered about the entrance to a circus tent, jostling and trying to peek inside. A man standing nearby watched them a few moments, then walked up to the ticket taker, put his hand in his pocket and said, with an air of authority, "Count these boys as they pass."

The gate keeper did as requested, and when the last one had gone, he turned and said, "Twenty-eight, sir."

"Good!" said the man, smiling as he walked away. "I thought I guessed right."

— G. E. News

Drunk — I live here.

Cop — Why don't you go in?

D — I lost my key.

C — Then ring the bell.

D — I rang it an hour ago.

C — Ring it again.

D — To hell with them; let 'em wait.

on **You** it looks good



Search your heart and your conscience on how you have been doing for your Uncle Sam lately. It won't take a minute to know if his hat is your size or not.

175 years ago our forefathers created what might be called "a design for freedom and better living."

They did it with the Declaration of Independence—nothing like it in the history of the world.

You and I and all of us are enjoying the fruits of this system. But are we watching others laying the brick or are we in there passing up more mortar?

Our kind of freedom, challenged often since 1776—and preserved each time—is now facing into its toughest hour.

This time there is a bigger enemy to freedom without, but a vaster indifference to freedom within.

How do you know when you're indifferent to freedom? Here's a little measuring stick:

—You "let George" attend the town meeting when some public problem for your community is coming up.

—You beg off in things like Civil Defense projects.

—You have a thousand other things to do on Election Day.

—You figure only the goofs get caught for jury duty.

—You figure the best way to lick inflation is for everyone but you to buy only what's needed and put the balance in U. S. Bonds and other savings.

That Uncle Sam hat is a symbol of our freedom. That freedom was won 175 years ago with a lot of work, war and worry.

Now it's again in danger from our own apathy.

Come on—WORK, SAVE, VOTE, PRAY. Put on the hat—on you it should look good!



Now--Freedom needs YOU!



BIRD NEPONSET REVIEW

July
1951

Vol. 39 No. 7



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the Question Box

Apparently there is a huge potential market for our roofing and paper products on the West Coast. Why doesn't Bird & Son open up a West Coast plant?

To many companies the Rocky Mountains form a natural barrier between the East and the West. We have considered establishing manufacturing facilities on the West Coast many times, but we have always decided against doing so because there are many markets east of the Rockies, where we do operate, that still offer excellent opportunities for expansion. We have already spent several million dollars in new plant equipment here in the East to help expand these eastern markets and are making further plans along these lines.

How many sales offices and set-up stations are there in the United States connected to the Bird & Son, inc. plants?

The main sales office for all divisions is at East Walpole. The Floor Covering Division maintains sales offices in New York and Chicago. The Building Materials Division has offices in New York, Chicago and Shreveport. The Berry Asphalt Co. has its sales office at Magnolia, Arkansas.

Bird & Son operated set-up stations for shoe cartons are located at Auburn, Maine, and Manchester, New Hampshire. Other set-up stations throughout the country are operated either by the shoe manufacturers themselves or by other box plants for the shoe manufacturers. The machines are owned by Bird & Son and in most cases are serviced by our mechanics.

How many sales representatives on the outside sales force of all divisions of Bird & Son?

There are 110 outside salesmen in all divisions of Bird & Son.

Why doesn't Bird & Son allow visitation through its plants or have one a year? THIS WEEK Magazine of March 8 proved that it is good advertising.

Some years ago Bird & Son did have a plant visiting day for the East Walpole and Norwood Plants. During the war years it could not be done because of military restrictions. The idea has been discussed again in recent years but no definite plan has been made. It takes a great deal of extra time and effort on the part of many people all through the organization to run such a day successfully. It probably would not be practical to have one annually but it might be done every few years.

(Continued on page 25)

On the Cover

Bird Park, East Walpole, was the scene one Sunday afternoon in June of the company field day. Emphasis was on fun for the little folks. Here and on pages 2 and 3 you can see that there was plenty for the youngsters to do. The field day is an annual event run by the Bird Club.



BIRD NEPONSET REVIEW

Vol. 39 No. 7

July 1951



Published for the employees of Bird & Son, inc. to promote good service, good business, good will

Editorial Office at East Walpole, Mass.

Plant Locations: East Walpole and Norwood, Mass., Phillipsdale, R. I., Chicago, Ill., Shreveport, La. and Glenwood, Ark.



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ELEANOR M. GARLAND	Assistant Editor
WALTER H. HARTIG	Photographer

ADVISORY BOARD

BENJAMIN D. ROGERS

CREIGHTON HILL

MARY MCCARTHY



What You Don't See

IF grocers posted their prices the same way gasoline stations do, we'd learn some startling things about our tax bills.

We are quite used to seeing gas signs showing the price per gallon, 1.5¢ for Federal Tax, 3¢ for State Tax (in Massachusetts), and finally the total price, tax included.

Suppose your grocer or chain store posted prices like this:

Bread 12¢, taxes 6¢, Total 18¢
 Hamburg 60¢, taxes 32¢, Total 92¢
 Milk 14¢, taxes 9¢, Total 23¢
 Cigarettes 13¢, taxes 10¢, Total 23¢.

Most of us don't stop to think about it, but there are hidden taxes in every item we buy. Even the gasoline tax posted at the pump is only part of the tax story. That's the retail gas tax. When the gasoline was made the manufacturer paid a sizable tax, and there was a big tax on the truck that delivered the gas to the filling station. All those hidden taxes are part of the price you finally pay per gallon.

It's the same story with every purchase — eggs, fruit, candy, refrigerators, television sets, automobiles. Anywhere from 25% to 50% or more of the price you pay is a tax — federal, state or local.

Articles on these pages in recent months have tried to explain how a business like Bird & Son operates. All of us in business are *producers*.

We take raw materials like paper, asphalt and pigments and create products for which our customers are glad to pay a fair price. Other manufacturers take steel or wood or some other raw material and create new value. Farmers take soil and seeds and fertilizer and create food. Teachers take youngsters and knowledge and create useful citizens who become our future producers of wealth. All of us, in any sort of business endeavor, create more wealth by producing something of value for the buying public.

The government, however, to whom we pay our taxes, both the obvious personal income taxes and the hidden taxes, is not a producer of wealth. Every expense of government is paid for, sooner or later, by our taxes. And the higher the taxes go, the less money we all have to spend for things to eat, to wear and for recreation.

In these days when Federal expenses must mount into the billions to keep this country secure, we need to remember that business *produces*, government only *spends*. Legislators in Washington are spending *our* money. We have the right to insist that it be well spent for the things that will make our freedom and our way of living secure for ourselves and our children.

Field Day

June 10, 1951

This year the Bird Club Annual Field Day was enlarged to include not only club members but all employees of Bird & Son and Bird Machine Co. who might be able to come to Bird Park, East Walpole. To insure a good time for everybody, Bird & Son and Bird Machine Co. voted special appropriations to cover additional expense.

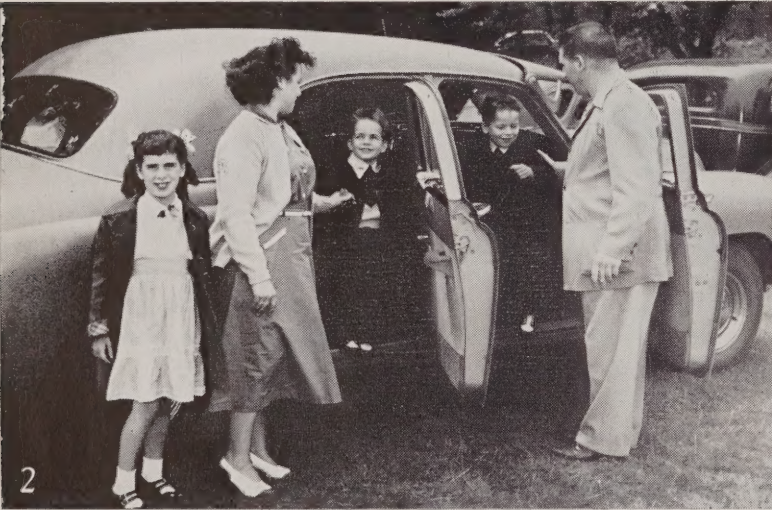
Sunday, June 10, was a cool, cloudy day, but the weather did little to chill the enthusiasm of the big crowd, especially the youngsters. The only falling off was noticed, possibly, in the consumption of ice cream, but even so, some 2500 of these went down the hatch.

Since the Annual Field Day is a typical family affair, the Review chose a representative Bird & Son family, pictured on these pages, to follow through the afternoon. Aldo Bertoni works in Flooring Maintenance and is himself a member of the Entertainment Committee which ran the Field Day. He and his wife, Mary, and three small children live in Mattapan, although during the summer they all move to a lake near Walpole where they have a cottage. The Bertonis getting into the family car, registering at one of the long tables, the kids going on the merry-go-round and the fire truck, riding the ponies, and, of course, eating and getting a balloon, and finally going home to supper and then trudging off to bed — this was what hundreds of Bird families enjoyed on the company field day.

Besides amusements for the children there were contests for the grown-ups, like the bean, goldfish bowl and bell contests and the high striker for men. Adding to the carnival atmosphere was an 18-piece band. Many employees worked hard to give all who came a good time. Most credit goes to the committee chairman in charge, Edward Wisniewski, for a fine afternoon.



1. The Bertonis start off for the Field Day.

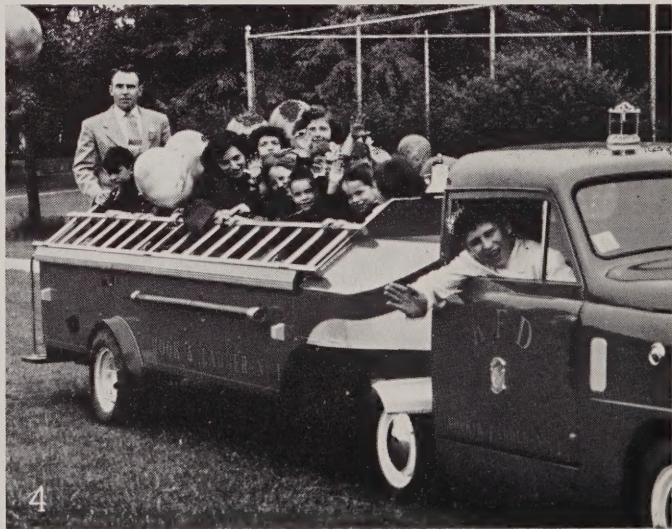


2. Young Aldo might have climbed in back at the start but he gets out of the front on arrival.

3. This is where we pick up the tickets for rides and refreshments.



4. Kids, young and old, love the bright red fire truck.





5. Mrs. Bertoni keeps a steadying hand on her youngest.

6. Judy tackles the spun sugar like a veteran.

7. Gee, riding up front with the driver.



8. You have to hold on tight.

9. They take to cars like a duck to water.

10. Home and supper, balloons still clutched in small fists.

11. And so to bed.





BUSINESS BUILDER SUGGESTION PRIZE WINNER receives final payment of \$900. Kenneth Houghton, seated second from left, had already been paid the first \$100 on his suggestion for fertilized flower pots. At Mr. Houghton's left is President A. H. Anderson and at his right is his Superintendent, A. D. Colburn, of No. 1 Box Shop. Standing are company officials: Creighton Hill, F. P. Reynolds, E. L. Chamberlain, R. A. Wilkins, W. C. Ahlgren and H. S. Hanna, members of the Administrative Committee, and J. J. Burke, General Superintendent, East Walpole.

\$900.00 Award to Kenneth Houghton

KENNETH W. HOUGHTON, Checker in the Shipping Department of No. 1 Box Shop, received a \$900.00 suggestion award check last month. Mr. Houghton was called before the members of the Administrative Committee early in June and received this check from President Anderson's hands as final payment for his Business Builder suggestion, Fertilized Flower Pots and Plant Bands.

Business Builder Award

This is the first Business Builder award to be paid since Edward Lincoln received his award in 1947 for Insulating Siding, Shingle Design. Mr. Houghton's suggestion has had a long and unusual career. It was first entered July 5, 1944 and accepted in November 1944 as an improvement in product. Subsequently, the idea was developed as a new product and added to our horticultural line. In view of this, the suggestion was reclassified as a Business Builder idea and in February 1950, Mr. Houghton received an additional \$75.00 award to bring the total award to the amount given when a Business Builder idea is first accepted. But the product was still not earning its way. It looked good—very good

—but various manufacturing problems and other difficulties prevented this particular item from showing a profit each year. In 1951, however, the manufacturing problem had been licked and the volume of business in the early spring was good. The product was showing a profit, the \$900.00 had been earned by its sale, and the award was voted and paid to Mr. Houghton.

"It was a long wait," said Ken, "but it was worth it."

Idea from Hobby

Ken Houghton is a commercial grower and hybridizer of new flower varieties. He specializes in Shasta daisies, pyrethrum and chrysanthemums. He raises thousands of seedlings in pots and plant bands each spring. It was natural for him to think in terms of something that would give these tender plants a shot in the arm to make them grow faster and more vigorously. The answer was found in his idea for these fertilized flower pots and plant bands, now used by hundreds of commercial growers to give their seedlings a good start.

Other suggestion awards for June appear in the next column.

June Awards

Shreveport

James D. Teutsch, DSPM1	\$10.00
Harvey L. Bryant, FSM	5.00
Elbert R. Snelgrove, DSPM1	5.00

Chicago

Harry S. Hill, FCPM6	\$5.00
Clemens Reithofer, FCM	5.00
Frances Syring, CEW	5.00

Phillipsdale

Richard J. Ferris, DPI	\$15.00
Vernon Stromberg, DPX	15.00

Norwood Roofing

Malcolm MacDonald, FBM	\$10.00
Julius Aukstolis, FBPM1	15.00
Philip F. Black, FBPM9	5.00
Francis Campisano, FBN	15.00
William R. Rideout, Jr., PBL	5.00
Charles Solbo, FBPM1	5.00
Frank M. Troiano, FBI	5.00

Main Office

Raymond J. Case, RC	\$5.00
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Norwood Flooring

William Jennette, FFG	\$5.00
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The four men listed above with \$15.00 opposite their names—Julius Aukstolis and Francis Campisano from the Norwood Roofing Plant and Richard J. Ferris and Vernon Stromberg from Phillipsdale—all earned the additional \$10.00 award for having five accepted suggestions.

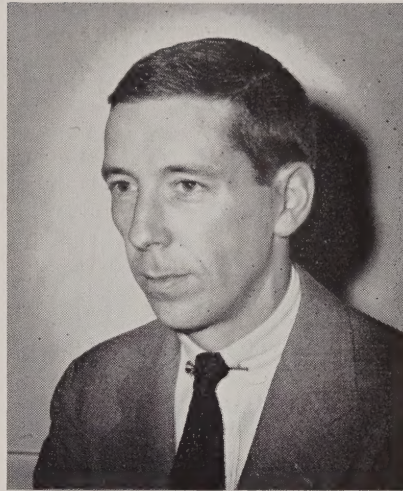
New Sales Promotion Manager

W L. WATKINS was named Sales Promotion Manager of Bird & Son on June 1. Mr. Watkins, formerly with the H. B. Humphrey Co., advertising agency, has been serving as Acting Manager since the first of the year when former Sales Promotion Manager, William E. Wakefield, was called back into military service.

Mr. Watkins attended the Avon School in Connecticut and the University of North Carolina. He served four years in the U. S. Marine Corps as a 1st Lieutenant stationed at a Gunnery and Radar School in Eltoro, California.

Following his retirement to inactive status in the Marine Corps in 1946, he joined the Paine Furniture Co., working first as stock clerk and later as Assistant Buyer, the buyer of luggage, clocks and stationery. In August 1947, he joined Filene's, Boston department store, taking and completing their merchandising course. He then became Staff Assistant to the Merchandising Manager of the Street Floor. His duties included the buying of silverware.

In March 1949, he joined the H. B. Humphrey Co. as associate account executive, doing field research with department stores and serving as the contact man for various H. B. Humphrey accounts. Still in the employ of H. B. Humphrey, he began full-time



W. L. Watkins.

duties at Bird & Son in January when Mr. Wakefield left for the service.

In 1944, he married Jean Baker of Pasadena, California. They have two children, Peter, 3, and Michael, 2. As we go to press, he is just back from a flying trip to California to meet his family and drive them East. The whole mission was completed in less than two weeks.

The advertising game is not new to the Watkins family. Mr. Watkins' father, J. L. Watkins, was one of the founders of Newsweek magazine and has just recently written "One Hundred Greatest Ads", which has enjoyed excellent sales within the advertising business.

Social Security Taxes

On January 1, 1951, there was an increase in your social security tax. That's the tax deduction listed on your check stub as F.O.A.B. (Federal Old Age Benefits).

Strangely, you will not notice this increase right away—but you will some time before the end of the year if your total earnings exceed \$3,000. This is the way it works. Up until January 1, everybody paid a tax on the first \$3,000 of his earnings. This tax, figured at 1½%, was taken out of your pay each week until a total of \$45.00 (1½% of \$3,000) had been deducted. Then deductions stopped for the rest of the year.

Beginning January 1, however,

Uncle Sam asked Bird & Son to deduct 1½% from the first \$3,600 of your wages. That means that deductions will not stop after you have had total earnings of \$3,000 but will continue until another \$600 has been earned, and then will stop. In 1951, if you earn \$3,600 or more, your total tax deducted for F.O.A.B. will amount to \$54.00 instead of \$45.00 as it was in 1950. Bird & Son likewise pays a tax of 1½% on the first \$3600 of each employee's earnings.

The new social security law provides for increased benefits to those already retired and to those retiring in the future. These higher taxes are intended to help pay for these increased benefits.



Retired

Anton Smolski, 66 Greensboro Road, Dedham. From August 29, 1922. Since September 5, 1922, Combining Department at East Walpole Finishing Mill, and Wad Slitter Operator in this department from 1943 to retirement, June 18, 1951.

Luncheon for Miss Wadleigh

EVELYN WADLEIGH, only woman to head a large department at Bird & Son, was honored at a luncheon last month in observance of her twenty-fifth anniversary with the company.

Ranking Bird & Son executives took Miss Wadleigh, Head of the Stenographic Department, to the Lafayette House on June 26, where a fine luncheon was climaxed by the presentation of a purse from all the department heads and supervisors at East Walpole. Those present included: A. H. Anderson, H. E. Sawyer, Jr., Creighton Hill, R. A. Wilkins, W. C. Ahlgren, C. A. Sumner, Warren Anderson, E. H. Coleman, F. P. Reynolds, Joseph Erker, Jr., and J. C. Rambeau.

Two women friends of Miss Wadleigh in the Office, Helena White and Anne Lindsay, were also present.

Office Manager Joseph Erker presented the guest of honor with the purse as a token of appreciation for the excellent service she has given all the Office departments for many years. It was in 1934 that Miss Wadleigh became Head of Stenographic. She came to Bird & Son in 1926 upon graduation from Boston University and had worked the first few years in the Accounting Department before being promoted to her present position.

P R E S E N T I N G



New Union Presidents

sponsored by

Local Union, 1330, United Paper Workers of America—C.I.O.
(Main Mill)

Local Union No. 385, United Rubber, Cork, Linoleum and Plastic Workers of America, C.I.O.
(Norwood Flooring)

Local 896, United Paper Workers of America, C.I.O.
(Norwood Roofing)

Edward R. Conley

EDWARD R. CONLEY is a medium-sized fellow in his middle twenties. You might say his hair has a tendency toward the red side and he has a pleasant, shy smile. He works as a Utility Man in the Corrugated Cases Department (FXG) at No. 1 Box Shop. When we talked with him he really hadn't had a chance to get going on union activities. He had been elected but not yet installed and wanted to meet with his Executive Board before he made any statements about plans for the union.

This new President of the Main Mill local is going to Boston University College of Liberal Arts nights, working toward his B.A. degree. He already has two years, 1947-49, at Boston College behind him. At Boston University, Ed Conley has been taking courses in labor relations and these have roused his interest in unionism. There is also the fact that his father, Joseph Conley, is President of the Norwood Printing Pressmen's and Assistants' Union, No. 35, AFL, at the Norwood Press.

We asked Ed Conley what he wanted to do when he got through college—did he want to go into labor relations

John L. Dziubaniuk

ANYBODY is crazy to take this job," John Dziubaniuk said smiling as we asked him about his new job as President of the union at the Norwood Flooring Plant. John, all six feet of him, is usually a pretty serious-looking guy until he flashes that disarming grin. But, as he says, this is a democratic country, and the implication was that nobody made him run for president. His job is in the Maintenance Department.

John Dziubaniuk has held union office before and knows some of its problems. He was President in 1942-3 and Vice President last year. One of the major problems in his plant, as he sees it, is that of setting standards—a fair day's pay for a fair day's work. John says the evaluation system worked out between union and management's Industrial Engineering Department is working all right. Standards, that is, how much work can and should be done, are what are being worked on now and they have not yet been settled.

As union President, John is also interested in unions on a national scale. He is much interested in how incentive systems work.

William J. Haggerty

ON a larger scale, the United Nations are trying to do the same thing that Roofing Union President William J. Haggerty, Jr., wants to do. They try to iron out differences around the conference table. Bill Haggerty is a firm believer in discussion as a settler of most problems. Now that he is union President, Bill has plans to revive the union-management meetings which he began when he was Chief Steward.

We asked about when these talks would start and Bill Haggerty said it would probably be in September after the vacation season was over. It is the place of the union, he said, to bring those with management's point of view and those with the laborer's slant together on a middle ground of understanding. He himself is one of the yard crew at his plant at Norwood.

"Management is as reasonable as we are," said Bill.

Speaking of the union at the plant, Bill said he thought conditions are pretty good here. "Progress has been made through union and management cooperation," he said. "Bird & Son is a pretty good place to work, only there's always an opportunity for improving

(Continued on page 25)

(Continued on page 9)

(Continued on page 11)

New Officers for Local 896

A NEW President, a new Vice President, and several other new executive officers were chosen in the June 14 elections of Local 896, United Paperworkers of America, C.I.O. William J. Haggerty, Jr., the former Chief Steward, was elected President, and Robert Goode, Shop Steward for three years, was elected Vice President. Arthur Blakeney was re-elected Secretary for a second term, and Theodore Pierce was brought back for a second term as Financial Secretary and Treasurer.

Voting for other chief officers resulted as follows:

Chief Steward — Richard Carberry

Sergeant-at-Arms — John Instasi

Trustee for three years — John Dearnaley

Henry Thomas and Richard Gorman are the other two trustees, elected in 1950 and 1949 respectively, each for a term of three years.

Meet the Officers

Union affairs are not new to President William J. Haggerty, Jr. He served as a Trustee for three years until 1948 and in 1949 was Chief Steward. He first worked at Bird & Son from March 1941 until September 1942 at the Paper Machines in East Walpole, leaving at that time for employment at the shipyards at Hingham.

His present employment at Bird & Son dates from May 1946 when he started on No. 7 Roofing Machine. In October 1948 he transferred to the Yard crew, the job he is on at present.

Vice President Robert J. Goode served as Shop Steward of the Machine Shop from 1947 until his recent election to second in command. He is an "A" Machinist and has been with Bird & Son since October 1942 putting in all of his time in the Roofing Plant Machine Shop.

Secretary Arthur Blakeney held his first union office in 1949 as a Shop Steward. He was elected Secretary in 1950 and re-elected this year. His Bird & Son service goes back to September 1942 and since that time he has worked on various jobs at our two largest Roofing Machines, No. 9 and No. 1. At present, he is Gum Tape and Utility man on No. 9 Machine.



NORWOOD ROOFING PLANT UNION OFFICERS following the June election. Front row, left to right: Robert J. Goode, Vice President; William J. Haggerty, Jr., President; and Theodore F. Pierce, Financial Secretary and Treasurer. Back row, left to right: Henry A. Thomas, Trustee; John F. Dearnaley, Trustee; John J. Instasi, Sergeant-at-Arms; and Richard J. Carberry, Chief Steward. Not present at the time of the picture were: Arthur E. Blakeney, Secretary, and Richard E. Gorman, Trustee.

Ted Pierce was first elected to the job of Financial Secretary and Treasurer in 1950. In addition to these duties, he is also serving as President of the New England Council of Paper Workers C.I.O., an active regional organization. He has been with the company since 1934, and has been a "B" Millwright at his plant since 1947. Ted was in the Army from 1943 to 1946.

Richard Carberry, just elected Chief Steward, was the department steward for No. 9 Machine in 1948 and 1949. He began his Bird & Son career as Roofing Plant Messenger in June 1942, transferring to No. 9 Machine in October of that year and spending from May 1943 to May 1946 in military service. All of his work since has been on No. 9 Machine except for a period of one year when he worked as a Laboratory Assistant. He is at present a Cooler and Press Roll Man.

John Instasi, Sergeant-at-Arms, first held Union office last year as Shop Steward. His Bird & Son service dates back to June 1946 when he started work on No. 9 Machine. He is now a Remake Inspector and Utility Man in the Finishing Department.

John Dearnaley came to the Roofing Plant Machine Shop as an "A" Millwright in March 1947 and is still serving in that capacity. His first union assignment was Shop Steward, a post

to which he was elected in 1950. He has just been elected a Trustee.

Henry Thomas, now serving his second term as Trustee and member of the Executive Board, was previously a Shop Steward for two years at No. 1 Machine and is presently Chairman of the Trustees. He has been with the company since May, 1946, most of the time as Tying and Wrapper Man on No. 1 Machine.

Richard Gorman has a Bird & Son service date of February 1937. He worked first in the Granule Plant on various jobs until transferring to the Maintenance Department in January 1942 as a Millwright. Mr. Gorman first served the union as a Shop Steward and since 1947 has been a Trustee.



YOUNG CHARMER. Jocelyn Eames, "Josh" for short, is the pride and joy of Douglas Eames of Roofing Sales.

Treasurer's Twenty-Fifth Anniversary

PARKER HOUSE atmosphere and its famous roast beef combined with good fellowship to create an unusually pleasant evening on the occasion of Wesley C. Ahlgren's twenty-fifth anniversary with Bird & Son. In

a private dining room at the Parker House on Thursday, July 5th, thirty-five friends and associates of Secretary-Treasurer Ahlgren gathered to congratulate him on reaching the quarter century mark.

President Anderson, Vice Presidents Sawyer and Chamberlain, Elmer H. Bartlett, dean of all Bird & Son executives, and B. D. Rogers, retired Director of Personnel, were at the head table. The surroundings and the food were Parker House at its best. The Parker House chef in full regalia, tall pleated hat and all, carved the high roasts before the admiring and hungry eyes of the assembled guests. Dessert was a huge ice cream pie lighted by twenty-five candles and wheeled into the darkened room on a serving table.

President Anderson spoke in high praise of Mr. Ahlgren's years of service and progress in Bird & Son and presented him with a beautiful Longines wrist watch suitably inscribed and a written testimonial bearing the signatures of his associates. Informal talks by Mr. Bartlett, Warren Anderson, Ernest Coleman and Joseph Erker paid further compliments to Wes's abilities. Mr. Ahlgren's appreciation and sincere thanks were very evident in his response. He also recalled how his association with Bird & Son actually started three years before he was put on the pay roll, since during those



THEY MUST HAVE KNOWN HE WAS COMING. Treasurer "Wes" Ahlgren makes appropriate gestures at his twenty-fifth anniversary cake as "Andy" (President A. H. Anderson) enjoys the fun. This ice cream cake and then some was soon demolished as the dessert course finished an excellent banquet.



SILVER ANNIVERSARY DINNER FOR BIRD & SON TREASURER brought together these business friends and associates at Boston's famous Parker House.

Left side, from front to back: John J. Murphy, Creighton Hill, Paul Knight, Richard Murphy, Herbert Schaier, P. F. Rogers, Ralph Wight, Warren Anderson and Ernest Coleman.

Head table, left to right: B. D. Rogers, H. E. Sawyer, Jr., Guest of Honor W. C. Ahlgren, A. H. Anderson, Elmer Bartlett, and E. L. Chamberlain.

Far right, from back to front: Joseph Erker, Jr., H. S. Whitney, Charles F. Albert, Roy Cooper and W. R. Wright, Jr.

Center, left, front to back: Roy Springer, L. M. Lindblom, Roger Anderson, Arthur Wilson, John Burke, Charles Sumner and Frank Vietze.

Center, right, front to back: E. M. Grout, A. F. Jones, L. J. Tarbell, William McEntee, Lambert Anderson and Rogers Weed.

Beyond the range of the camera at the far right are Howard Hanna and J. R. Anderson.

years he spent many months of each year at the plant as auditor for Price, Waterhouse & Co. Associates from the general office, sales, manufacturing and personnel departments were present.

A Record!

IN May, the Berry Asphalt Company, in going over its employment records, made a remarkable discovery. Every one of its seventy-three hourly paid employees at the Waterloo Plant had worked for the company at least five years. When you consider that the Waterloo plant is a place where the number of employees needed remains about the same year after year, this five-year-or-better record shows that once a man started there, he stayed. In a free economy what more could be said about any company as a desirable place to work!

John Dziubaniuk

(Continued from page 6)

Fairness and trust on both sides are needed for unions and management to work well together. As leader of the union this year, John admitted it was not the easiest position in the world. He said he has told his constituents that if they didn't like what he did, they could always throw him out, either then or later. He would still say what he thought was just.

John Dziubaniuk didn't come to America until he was ten years old, in the early twenties. He was born in the Ukraine and spoke Ukranian, Polish and a little German before he came here. He says English has been hard for him, although he has no sign of an accent. He gets worried about how complacent Americans are. John remembers enough of the conditions in the Old World to be horrified at the thought of such things ever happening here. As he said, when they play politics over there, they play for keeps.

The Dziubaniuks live in Norwood. John is single and lives with his mother. His father, who worked at the Flooring Plant, died in 1938. He also has one sister, Regina, who worked here during the war and is now employed in an office in Dedham.

When he was in the Navy in World War II John was a radio man and saw service in the Philippines. Now he is an active ham radio operator and is assistant coordinator in the communications division of the Norwood Civilian Defense set-up.

Postal Match Winners

THE Postal Rifle Match Committee announces the following winners of the inter-plant rifle match sponsored by the Tri-Mill Sports Club:

	Score
<i>First Prize</i> , Engraved Mahogany Cigarette Box	
Henry Seavey, Flooring Laboratory	99
<i>Second Prize</i> , Silver Medal	
Everett Rockwood, Phillipsdale Maintenance	98
<i>Third Prize</i> , Bronze Medal	
Lawrence White, Flooring Plant	97
<i>Woman's Award</i> , Silver Medal	
Patricia Haste, Flooring Lab. Office	85

Florence Murray, Norwood Roofing Plant Office, was a close runner-up with a score of 84.

The Match committee wishes to extend its thanks to Leslie Howard, Phillipsdale, and to Charles Fries, Chicago, for the fine work and cooperation in obtaining rifles and range facilities for the shooters in their plants.

Claude Ragsdale of Shreveport also deserves our thanks for his efforts to get men into the competition. On the closing date they had not been able to shoot, so their entries had to be eliminated for this match.

Without the assistance of the outside plant chairmen, the match would have lacked the competitive spirit that is present when one shooter fires against

another without knowing his aptitude at this sport. These men had some difficulty in obtaining a suitable range and the shooters in Phillipsdale had to wait their turn to fire the one target rifle they had at their disposal.

We hope that next year's match will attract more shooters. Here's a tip if you'd like to practice. It will be a two-stage match, prone and sitting. The total score in both positions will determine the winners.

Shooters and scores — perfect score is 100 — for this 1951 match are:

East Walpole and Norwood Plants

Henry Seavey	99
Lawrence White	97
Dan Adams	91
Jack Walsh	90
William Mark	89
Henry Meyers	86
Patricia Haste	85
Florence Murray	84
Malcolm Kemp	83

Phillipsdale

Everett Rockwood	98
Paul W. Johnson	96
Leslie Howard	95
Clarence P. Henriques	94
Richard Carlson	94
Howard Inman	91

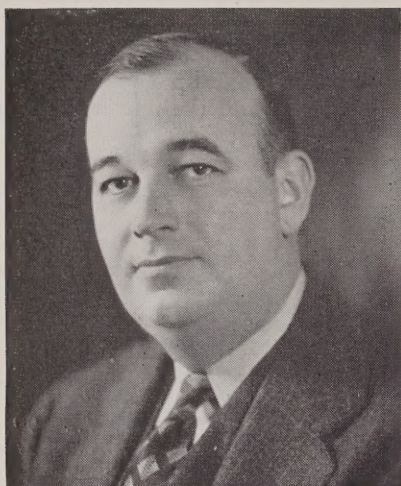
Chicago

Charles Fries	85
Walter Wiggins	84
Robert Julian	84
Martin O'Connor	56
Charles Sheeley	54



PRIZES IN POSTAL RIFLE MATCH. First prize is the cigarette box at top of the photo. The medals below are: left, the woman's prize; center, second prize, and right, third prize. Up to the very last minute, scores were so close the final winners could not be guessed.

E. F. Murphy Dies Suddenly



Edmund F. Murphy

EDMUND F. MURPHY, Northern Division Manager of the Building Materials Sales Division, died suddenly of a heart attack in Norwood on July 2, 1951. He was stricken at his home and died within a few minutes. He was fifty-two years old.

Mr. Murphy had just moved into his post of Northern Division Manager last January after a lifetime of service with Bird & Son. He was born and educated in Walpole and joined the Bird & Son organization as a Messenger Boy right out of high school. His term as Messenger was short, however. Almost immediately he was selected as a Correspondent in the Roofing Sales Division. He later became Head Sales Correspondent in this same division and also did promotional work for contractors and helped salesmen to secure new accounts. In 1925 he was assigned a territory of his own in western Connecticut with New Haven as headquarters. Later he was moved to southeastern Massachusetts. Boston was added to his territory in 1943 and in the years just before his promotion to Northern Division Manager he spent his time exclusively in the Boston territory.

He is survived by his wife, Mary, and four children: Mary Alice, a teacher in Walpole, Edmund F., Jr., now in military service, Janet, a recent graduate of Chandler Secretarial School, and Eleanor, in Norwood High School.

During his nearly thirty-five years of service with the company Mr. Murphy had by his own efforts and ability risen to one of the top posts in his division.

He had made a great many friends all through the organization who will long remember him both for his ability and his warm, friendly personality. On August 28 of this year he would have completed thirty-five years with the company.

In addition to his Bird & Son achievements he was extremely active in community affairs. He served on the Town Finance Committee from 1939 until 1945. Since 1949 he had been a member of the Board of Trustees of the Norwood Hospital and a member of the hospital's Executive Committee since 1950. At one time he served as President of the Holy Name Society of his church and only recently was appointed local representative to Archbishop Richard J. Cushing in the Boy Scout movement. He was a member of the Norwood Council, Knights of Columbus, an incorporator of the Union Savings Bank of Boston and a member of the Norwood Post, American Legion, having served in the Army in World War I. He was a Past President of the Norwood Community Chest and had served for years on its Board of Directors.

In a final tribute to him a solemn high mass of requiem was celebrated at St. Catherine's Church in Norwood on Thursday morning, July 5. Hundreds of friends from both Bird & Son and the community attended.

Victor M. Purdy

VICTOR M. PURDY, retired East Walpole Maintenance worker, died in Berkeley, California, on Tuesday, June 26, following an illness of several months. He would have been seventy-nine years old in September of this year.

Mr. Purdy was born in Canada and before coming to Bird & Son had worked eight years for the Boston Elevated Railway Company in their car shops. He started with them in August, 1899 and left there for employment with Bird & Son on October 12, 1907. He started immediately in the Repair Department here at East Walpole and through the years became one of our skilled and loyal Millwrights. In August, 1946 he retired and with his wife moved to California to live with their

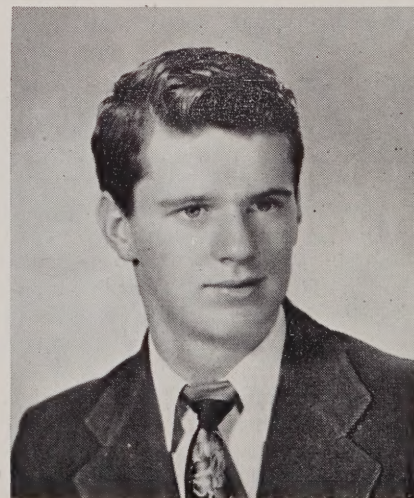
married daughter, Mrs. Mildred Walden. Mrs. Walden and Mrs. Purdy survive him.

Although it has been nearly five years since Mr. Purdy retired from his job, he is still remembered by many older Bird & Son workers as one of our most loyal and hard working men. During his stay in California several Bird & Son people have called on him while on vacation trips there. Among recent visitors have been John Broadley and B. D. Rogers.

Credit Union Changes

FOLLOWING the resignation of Wesley A. Beaulieu as a member of the Neponset Credit Union board of directors, Ronald F. Sager, Personnel Manager at Bird Machine Co., was elected to fill his unexpired term. This is the first time someone from this related company has served on the Credit Union board.

Two other changes were brought about by Mr. Beaulieu's resignation. One was the election of H. S. Whitney, already a member of the Credit Union board, to the Auditing Committee to fill the vacancy. Secondly, Joseph Coburn was elected by the board to the chairmanship of the Auditing Committee, the position formerly held by Mr. Beaulieu. Mr. Coburn, Vice President of the Credit Union, was already a member of this committee.



WILLIAM J. WALL, JR., who has just graduated from Norwood High School. His father is William J. Wall, Oiler at the East Walpole Power Plant.



LARRY RAMBIN of Shreveport isn't asleep. He just didn't know the photographer was ready. Larry, who seems to be holding a copy of *The Bird Neponset Review* in one hand, is now in Okinawa.

Larry Writes From Okinawa

Dear Friends:

I will now drop you a few lines as I have a little more time. I am now in Okinawa. I arrived here the seventeenth of May and have been putting off writing to you ever since but the Army has had me pretty busy.

I am now taking more training here, but it is a lot better than Korea. We have quite a big Army here now. I don't think we will ever go to Korea. Although it is not far as you know from here across the stream to Korea. We have a big air force base here too. The Army here is a security for this island. There is not much for a soldier to do here but tuff it out and train every day.

I guess you all are having some warm weather over there and so are we. Not so hot but the humidity is really bad over here.

Well, you can start sending me the *Bird Review* if you will. I would enjoy hearing from you all. Tell all the boys I would like to be back with them and hope to be soon.

Sending my best regards,

Albert L. Rambin.

New Freedom Radio Beamed to Czechs

LAST summer and fall there was a great Crusade for Freedom, under the chairmanship of Gen. Lucius D. Clay. Many will remember the Freedom Bell which visited our towns and cities. There were certainly some Bird & Son people among the sixteen million Americans who joined the Crusade and contributed their money to the cause of freedom.

May 1 was "success day" this spring for these American crusaders. Their

work and money helped to open a new radio station in Europe to penetrate behind the iron curtain.

Operated by Radio Free Europe, the new station, located in Germany, is beamed straight at Czechoslovakia. Czechoslovakia is chosen as a particularly vulnerable spot right now in the Communist sphere. Listeners will hear straight news, items the Communists fight to keep secret. There will be music too because the Czechs love music and have been starved for it. They will hear their own beloved music that has been forbidden and will hear the orchestras, jazz and songs of the free world. There will be humor too, for under the Communists there has been little laughter. The signature for each program will be the pealing of the World Freedom Bell.

Poison Ivy Remedy

Here's a vacation bulletin that should ease a lot of folks' minds: A really effective poison-ivy remedy is on the way. Called TAM, it is based on zirconium carbonate, and is the result of an exhaustive search for a chemical that will affect urushiol, the poisonous part of the oil from poison ivy that does the damage. According to the May issue of *Better Homes & Gardens* magazine, Tam does not affect the human skin.

William Haggerty Jr.

(Continued from page 6)

the worker's status and that's what the union exists to do."

Bill Haggerty says he has always been interested in the union movement. He reads a great deal and although he enjoys some TV programs, they haven't made him forget how to read. He is a Red Sox fan and goes to a lot of the games.

As a boy Bill served his apprenticeship and learned the carpenter's trade. His father was a cabinet maker. Bill now loves to work with wood and appreciates the finer points of cabinet making which his father knew before him. When he makes furniture he tries to cut the wood so the grain will show and he finishes it and smooths it by hand to bring out the sheen in the wood. This is a machine age, however, and Bill says you can't make a living being a cabinet maker.

The trouble with the publishing business is that too many people who have half a mind to write a book do so.

—Cleveland News



EAST WALPOLE UNION OFFICERS following the June election. Front row, left to right: Edward Kelter, Secretary; Edward Conley, President; Ernest Koebe, Financial Secretary and Treasurer; Edward Paduck, Vice President and Chief Steward, No. 1 Box Shop. Second row, left to right: William Ivatts, Trustee; Frank LaCivita, Chief Steward, Finishing Mill; Samuel Thompson, Chief Steward, No. 2 Box Shop; James Barnes, Chief Steward, Maintenance Department and Member at Large of Executive Board. Back row, left to right: William Dickinson, Trustee; Herbert Palmquist, Sergeant-at-Arms; Richard Sprague, Trustee and Member at Large of the Executive Board.

Absent at the time of the picture were: Alder Shaw, Chief Steward, Power & Steam, and Francis King, Chief Steward, Paper Mill.

The June issue of the *Review* reported that Everett Seavey had been elected Treasurer. Mr. Seavey has since resigned from this office and the Treasurer's duties have been combined with those of Financial Secretary.

Milling Around



Main Office and Sales

JULIA SMITH	DOROTHY McELENENY
SABINA COSTELLO	JULIA LEWIS
LOUISA GRAHAM	WILLIAM GRAZADO
RAYMOND CASE	MARY McDONOUGH
PAT McDONALD	

At the graduation exercises at the Walpole High School last month Bird & Son was well represented. Joseph Erker, Jr., Office Manager, in his capacity as Chairman of the School Committee presented the diplomas and awards. Among those receiving their credentials at Mr. Erker's hands were several graduates who had already started working in the East Walpole offices. Young Frank Vietze, son of our Assistant Auditor by the same name, also received at these exercises the Thomas H. Crowley Post American Legion award. Frank was high ranking member of the freshman class.

The day after Father's Day, Ray Letourneau of Cost appeared wearing his Father's Day gift, a gorgeous neon-pink bow tie. We haven't seen this sensational cravat since.

Early-summer vacationers were: Alice Hennessey off to Canada; Margaret Delaney to the golf links; Lester Ekman and family to Pocasset; Marion Tolman running "Henry, Jr." overtime for a week; and Al Hargreaves getting at that house painting of his.

Dick Hazlett, former East Walpole Messenger, sent us a postcard of a scene from

the oldest city in the United States, St. Augustine, Florida. Navy man Dick is going to school at Jacksonville following the completion of boot training at Newport, Rhode Island.

The Office was shocked and saddened at the sudden death of Ed Murphy on July 2.

Wilda Hignett is now a full-time employee in the Statistical Department following her graduation from High school.



ONE OF THE PRETTIEST of this year's June brides was Molly Karshis, Flooring Sales, now Mrs. Harry Butters, posed here with her new husband.



AT SETH LUMBER CO., Lincolnton, North Carolina. When they moved into their beautiful new office recently they held open house and received congratulations from business associates, including Bird & Son Salesman J. B. Blandford and his son, shown here. Photo sent in by our Sales Representative B. L. Sears.

We welcome back Barbara Schmidt to Payroll for the summer. Barbara was with us last summer. She attends the University of Massachusetts.

Helen "Cape Cod" Goetz was surprised when she opened up her birthday package and found — an "honest-to-goodness" fish! Helen does not know who sent it but it was a most appropriate joke gift for fisherman Helen.

Kay O'Brien, formerly of Cost, gave birth to a second son on June 18. Little Raymond Frederick is already twenty months old.

It is nice to see P. H. Bailey when he drops in at the Office now and then. Mr. Bailey, who is now retired, still plays a bit of golf occasionally.

Wendell Lake, formerly of Special Papers, is now a salesman for Carter's Ink. The Lakes have one son.

Connie Lorusso said good-bye to Box Sales on June 15 and is now a full-time housewife.

On June 7, Pauline Rafuse was feted with flowers, a gift of money and a luncheon by some of her office friends on the occasion of her twenty-fifth anniversary at Bird & Son.

Barbara Pungitore, recent Norwood High School graduate, is welcomed to the Box Sales Department. Barbara already belongs to the Neponset Choral Society and had a solo part in the society's May concert.

Al Flammia spent his vacation traveling with his family.

Ray White has already had a week of vacation.

Anna Ippoliti took a trip to Virginia for her vacation.

Agnes Foley was planning two weeks at Hyannis.

Elizabeth Gleichauf of Norwood is welcomed as a new member of the Personnel Department.

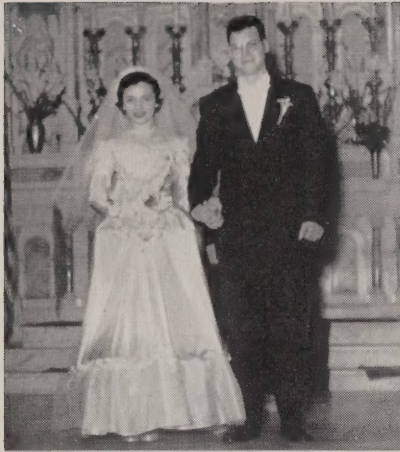
Betty and Mary Zinni of Stenographic spent a week of their vacation taking day trips.

Joe Abely, speedy Messenger, has acquired a wonderful golden tan and with it a collection of correspondence from shy but admiring office gals on vacation.

"Once a Maine man, always a Maine man" may not be quite true, but her native sons have a way of going back every so often. Howard Hanna was seen packing his bags last month and heading for New Harbor, down beyond Boothbay, his old stamping ground.

Sorry to hear that Scotty Robertson, retired from Traffic, was suddenly taken ill while attending an outing of the N. E. Traffic Club. We are glad to report that a short stay at the Norwood Hospital put him back on the road to health again.

Kay Dowdie, Teletype Operator, had the pleasure of seeing her mother and father celebrate their fiftieth wedding anniversary on June 26 with an open house.



LOUIS ROTA of the Flooring Print Machines and his bride, the former Marie Dentino, at their wedding at St. Mary's Church in Walpole in April. The couple are making their home in Quincy.

Box Division Sales Representative A. J. Bushell certainly gets around. If you saw the June 21 issue of Collier's, you must have seen Arthur, looking very handsome in his regimentals, in a photograph taken at Hartford dog show this spring. Arthur is right up front, holding the cup won by the champion dog of the show, a boxer named Champion Bang Away.

Welcome visitors in East Walpole last month were first O. N. Sherburne of Shreveport, attending the annual Office Managers' meeting, and then Vice President A. T. Van Pelt and family of Berry Asphalt Co., Magnolia, Arkansas.

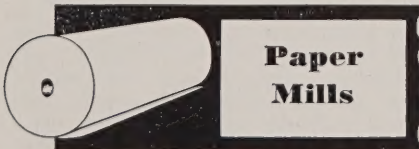
One of the early vacationers was Anne Eklund, who took a week in May.

Mary Geary and Doris Reardon of Key Punch both had a week in June.

Ruth Perkins went to Maine during her June vacation, while Charles Makarevich went to New York City.

Lillian Gianetti before she left Stenographic for home duties was taken to dinner at the Lafayette House by the girls in her department and presented with a gift for her new home, which she and her husband are building in East Walpole.

Yvonne Eckhardt on July 2 received a lovely solitaire diamond ring from Emil Bazy of Norwood. A September wedding is planned. Best of good wishes to Yvonne and Emil.



THOMAS FLOOD	PETER GLEBUS
EDWARD GERAGHTY	CHESTER AMBRUSKEVICH
FRANK NYBORN	CAROLYN DELANEY
EDWARD WISNIEWSKI	NINETTE PETRONI
EDWARD POWER	ELNA GOTTBERG

We welcome Donald Smith and William Hosmer to the Main Mill Laboratory during the summer. Don, a graduate of Tufts College, will enter the Institute of Paper Chemistry, Appleton, Wisconsin, this fall.

Bill, a sophomore at the University of Maine, expects to join the Air Cadets this fall.

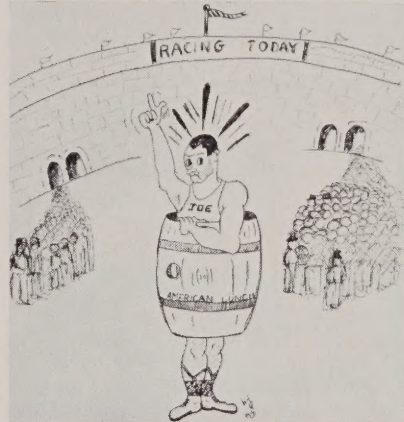
Richard Legge, on military leave from stock transfer, is now at Camp Gordon, Georgia.

Martin Kane and Octavius "Tappy" Ventrosa have both returned to work after brief illnesses.

Rocco Puopolo's open air market is again in operation for the summer. It is located on the Providence Highway near Cross Street, Norwood.

John Kalis is sporting around in a new Chevrolet.

We have heard from Kenneth Marsh, out of work since January due to an accident, that he hopes to be back with us soon.



I SHALL RETURN is the title given this drawing by Bob Mattson, East Walpole Paper Mill cartoonist. Cartoon was inspired by recent experiences of some of the boys at local race tracks.

Martin Coyne dropped in to see us recently. He is stationed in Orlando, Florida, with the Aviation Engineers. While home on furlough he took the fatal step and got married.

We had a card from Kenneth Stuber, who is stationed at Fort Hood, Texas.

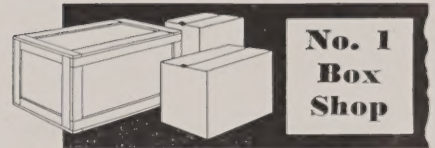
Congratulations to John DeCosta, foreman at the Finishing Mill, and Julia Notarangelo, formerly of No. 1 Box Shop, who were married on June 23 at St. Catherine's Church, Norwood. Jack was presented by his department with a combination G.E. clock radio.

Nancy Eklund attended the International Youth Conference at Colorado Springs. The group of young people traveled by bus and everyone had a wonderful time.

James Moylan may take that five minutes' walk home to lunch on his own two feet. But he doesn't walk because he has to. Jimmie is the proud possessor of a new black '51 Dodge.

We hope to see Alma Walsh and Clemens Kaseter back to work soon. They have both been out sick.

John Bandonis of Maintenance is now in historic Heidelberg, Germany. He is a 1st lieutenant in the military police with the U. S. Army in the American zone of occupation. On being recalled to active duty, John was first stationed at Fort Devens, Mass.



JOHN P. WALSH	CATHERINE BELLEW
RAMONA CHICOINE	EDWARD PADUCK
	KENNETH HOUGHTON

Janice Roberts of the No. 1 Box Shop Office became Mrs. Guido De Luti on Saturday, June 23, at a pretty wedding ceremony in the Union Congregational Church at East Walpole. Shortly before she was married, she was given a kitchen shower at the church vestry by members of the Junior Church School staff and mothers of children in the nursery class of which Miss Roberts was the teacher. Every good wish to Mr. and Mrs. De Luti for the future.

Donald Dyer, formerly of Solid Fibre Finishing, writes that he is enjoying life in the Air Force at San Antonio, Texas, Lockland Air Force Base. Before Donald transferred to the Finishing Department, he was a Messenger at the East Walpole Office. His dad, Warren, works at the Store Room at the Norwood Flooring Plant.

Donald reports that the base where he is stationed is quite a place, with a golf course, tennis courts and lots of imported shows in the evenings. His brother, who lives 150 miles away, came to visit him recently.

Donald says he is training to be a good husband. He has been on KP duty from 3:00 A.M. to 8:00 P.M. washing pots and pans. He has learned how to make his bunk in three different ways and has been instructed in all the finer points of sweeping, floor washing and dusting.

Best wishes to Julia Notarangelo De Costa. Julia and Jack De Costa, Foreman



LIKE HIS DADDY, little Bobby Grazado, 9, is fast becoming an accomplished pianist. Bobby is playing here at his first piano concert at the Norwood Junior High, April 30, in a musical event put on by the boys' choir of St. Catherine's Church. His father is William Grazado, Advertising Display.

at the East Walpole Finishing Plant, became husband and wife on June 23 at St. Catherine's Church in Norwood.



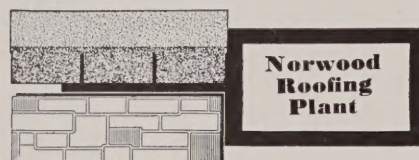
BARBARA COYNE JOHN MCGRATH
A. D. SMITH

Mr. and Mrs. Walter Danovich are happy over the birth of a son, born June 18th at the Norwood Hospital. He weighed 6½ pounds and his name is Richard. Walter works in the Shipping Department.

Albert Dorci passed the five-year mark recently as a Bird & Son employee.

John Geraghty, veteran shipper, hit the thirty-year mark with Bird & Son on July 14.

Mr. and Mrs. Arthur Kennedy celebrated their seventeenth wedding anniversary on June 27.



ARTHUR MCKENNA ROGER PERCY
LEONARD WEAVER JOHN FOLAN
LOUIS SILVESTRI VICTOR NARCISO
JOSEPH NEVINS JAMES MURRAY
JOHN HUTCHINS WILLIAM STEWART

Dorothy O'Toole, who has been temporarily working at the Roofing Office again, left us last month, this time to look after Tom and Michael. Although everyone misses Dorothy, they are especially pleased

with the girl who has taken her place. She is Florence Murray, who transferred from the Floor Covering Office, and she's a golfer — just what was wanted! She's also a good shot with a rifle.

Joe Fameli was a busy person during the first week of his vacation. His son graduated from Brockton High School and then immediately joined the Air Force.

Caryl Hinds, who had been keeping everybody on edge speculating about his expected progeny, finally became the proud father on June 20 of a 7 pound 13 ounce boy, David Bruce. Everything is fine and Caryl says that the results made the ordeal of the last few weeks worthwhile.

After seeing Mrs. Concannon and son, Tommy, off on an air trip to Ireland, Tom Concannon began to get a homesick feeling himself for the Ould Sod. He immediately set about making arrangements to follow them on a later plane for a six weeks' visit with his many friends and relatives over there, particularly his aged mother whom he had not seen for almost 25 years.

Tom McDavitt and John Sigmund went all the way to Maine to look over nursery stock for their new homes.

Richard Carberry is now making his residence in Norfolk. He moved there the first of July.

Al Kallstrom and family are enjoying their new home on Killeen Road, East Walpole, very much.

Daniel Costello's wife recently paid a visit to their son, Frank, who is in boot training at Newport.

Prize fishing catch of the month! Elmer Cole was accidentally hooked by a fellow fisherman at Cape Cod Canal and had to go to a doctor to have the hook removed.

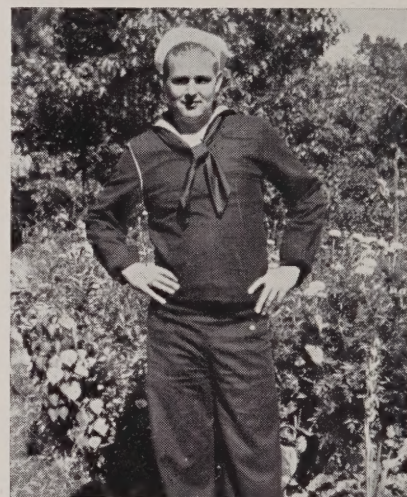
Auvo Aho spent a week-end fishing in Vermont. He says that's the place to catch 'em.

Nothing pleases Philip DeRose more than to make improvements around his home planting hedges and shrubs and vines. To top it off, he built a very fine trellis measuring almost six feet square, but like

the fellow who built the boat, he couldn't get it out of the cellar when it was finished. Finally, by cutting off a part and bending the rest, he was able to bring it out into the open.

Hanging in a prominent place over Foreman Fred Picard's desk is a piece of cloth labelled "Crying Towel." It is provided for the use of those persons who feel moved to tears because everything is not going too well. We are glad to report that it hasn't had much use lately.

Vacations are commencing to give us a little to gossip about. John Colaneri spent a week in May at the Connecticut Lakes in ex-



THAT'S MY BOY, says Anton Smolski proudly of his son, Joseph, pictured here in the uniform of Uncle Sam's Navy. Anton has just retired from active service with Bird & Son.

treme northern New Hampshire getting acquainted, he tells us, with a few fish. Carrol Homan, who is currently sporting a maroon Mercury convertible, spent the week of June 25 at Mattapoisett. Caryl Hinds spent some time housekeeping while his wife rested up in the hospital with their new son.

Pierino Palazzi has acquired a daughter, and all grown up too! His son, an only child, took unto himself a wife this spring.

Lucky John Foley is spending a month's vacation in California.

Four men from the Roofing Plant left on July 6 for two weeks' encampment with the local National Guard unit at Camp Pine, New York — James Kelley, Hazen Bishop, Patsy Famigletti, and Gus Holtman.

New face at the Roofing Laboratory — Dick Arling of Middleton, recently graduated from the University of Maine with a degree in Chemical Engineering. Welcome to our fraternity, Dick.

Frank Pennachio spent a week at home with his son who was home on leave from the Army.

Charlie Peters is recuperating from a serious operation at the Norwood Hospital.

Ernest Zinkowski tells us that his family will be spending the rest of the summer at Priscilla Beach, Plymouth. Of course, Ernie will be spending as much time there as possible himself. As a matter of fact,



CHOSEN AS BOYS' STATE REPRESENTATIVE is Joseph Waseleski, Jr., second from right, son of Joe Waseleski of the Norwood Roofing Granule Plant. These delegates to Girls' State and Boys' State from Foxboro High School are being briefed by their high school principal, Winfield C. Potter. Joe attended Boys' State held last month at the University of Massachusetts. (Photo, courtesy Foxboro Reporter.)

Captain Zinkowski will be cruising around Plymouth Bay every spare minute in his new 24-foot boat.

Andrew Betro's daughter, Dolly, was chosen as one of the candidates to attend Girls' State at Bridgewater State College, representing Walpole High School.

We welcome Primo Belloni to the Granule Plant.

Everybody at the Roofing Plant was saddened by the sudden death of Ted Feaver who collapsed and died while at work on July 3.



Norwood Flooring Plant

BRUCE GRINDLE
JAMES CONNOLLY
CHARLES COBB
ROBERT TAYLOR
WILLIAM CHERRY

DOROTHY HAWES
SIDNEY DEYOUNG
FRANK KARSHIS
STEPHEN WOSNIAK
LEO PADDUCK
S. F. CAVANAUGH

Bob Dorman spent his two weeks' vacation taking care of his new son, Robert Dorman, Jr.

Able to take justifiable pride in his new home in Medfield is Harry Mott whose diligence and handiness with tools made it possible.

It was good to see Paul Galano when he dropped in while on leave from the Air Force last month. He is now stationed at Grenier Field in Manchester, New Hampshire.

William Cherry, Review reporter for the Undercoat Department, is on a six weeks' visit to California.

The forty-first wedding anniversary of Mr. and Mrs. Joseph Daisley was celebrated with friends and relatives at the Lord Fox last month. A friend of the family, Billy Dale, Master of Ceremonies on Radio Station WTAO, broadcast the event and offered congratulations. Joe has been a Flooring Plant worker since 1923.

Bill Pratt, Undercoat Department Foreman, is on his annual three weeks' vacation. Rumor has it that Bill has had his phone removed from his house — just for the vacation period.

Malcolm Kemp has recently become engaged to Priscilla Bryant, formerly a nurse at the Norwood Hospital.

Hitherto uncharted regions of the Walpole Country Club have now been accurately mapped by those intrepid golfers, Martin King and Gustave Sacre. After planting Old Glory on the ninth green, they recounted the harrowing tale of a water hole that swallows golf balls in one gulp. King states, however, that Sacre slew the beast, armed only with a spoon.

Pat Maguire brought in fancy caps for the boys in his crew. Ed DeRoche, Bob Boulter and Joe Fanning think they are just stunning, just like the kind grandma used to wear.

Larry White announces that there is still room in his rifle classes for new students.

Frank Vitkosky has a 1951 De Soto. Frank went on a fishing expedition recently and left his fishing equipment outside the

camp overnight. The next morning he found instead of a star fish he had a cat on the hook. He is now minus one hook and one-half a star fish. The cat is O.K. after having the hook removed.

Robert Walker has left the print machines for the Navy. Good luck, Bob.

George Comeau is spending a lot of time with a lady. He says she is a beauty. She is his new boat.

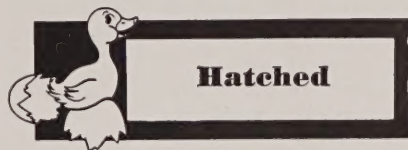
It was good to see Antonio Ciacia home on furlough last month from the Army. He has been stationed at Ft. Leonard Wood but after this two weeks at home, reported back to the State of Washington.

Looking like one who had been standing too close to the sun, Helen De Savage had to confess that she had had no luck fishing. And that with the price of meat what it is!

Andy Cormier and Hubert White are the Undercoat Department's biggest supporters of the Braves.

Hilton Taggart and Leo Magnani are set for a summer of sunshine at their cottages in Wareham.

John Long spent a recent week-end at Nantasket Beach and says it's a grand spot.



Hatched

To John and Mrs. Vlahos, a son. (Flooring)
To Walter and Mrs. Danovich, a son, Richard, on June 18. (No. 2 Box Shop)

To Caryl and Mrs. Hinds, a son, David Bruce, on June 20, weight, 7 pounds, 13 ounces. (Norwood Roofing)

To Robert L. and Mrs. Dorman, a son, Robert L., Jr., on March 15. (Flooring)

To Ralph and Mrs. Surette, a son, June 19. (Paper Mill)

To Ed and Mrs. Bailey, a daughter, Cheryl Loran, on May 29. (Shreveport)



BROTHER AND SISTER, Donald and Betsy Ross are the children of Robert H. Ross, Block Cutter at the Flooring Plant, and their brother is Kenneth Ross of the Finishing Department, the same plant. Donald is a SeaBee stationed on Guam. Betsy, a registered nurse, wears the cap of the Massachusetts Memorial Hospitals from which she graduated last fall.

To William and Mrs. Stillman, a son, Gregory. (Paper Mill)

To Carl and Mrs. Johnson, a son, Philip, on July 7. (No. 1 Box Shop)

To Frank and Mrs. Porazzo, a son, Kenneth, weight 6 pounds 12 ounces, on May 4. (Norwood Roofing)

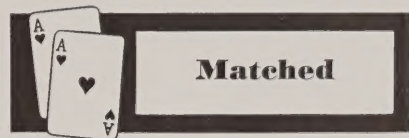
To Louis and Mrs. Gabrielli, a son, William, weight 8 pounds 3 ounces, on June 4. (Norwood Roofing)

To Arthur and Mrs. Hipolito, a daughter, Betty Ann, on June 12. (Phillipsdale)

To Ed and Mrs. Smith, a daughter, Mary Ellen, on May 29. (Phillipsdale)

To Oscar and Mrs. Lambine, a daughter, Janna, on June 22. (Chief Engineer)

To William, Jr. and Mrs. Corcoran, a daughter. (Norwood Roofing)



Matched

August Holtman and Marilyn G. Honer, on May 26. (Norwood Roofing)

William Patterson and Shirley Day, on June 2. (Norwood Roofing)

Melvine Doucette and Joan White, on June 23, at St. Mary's Church, East Walpole. (No. 2 Box Shop)

John DeCosta and Julia Notarangelo, on June 23, at St. Catherine's Church, Norwood. (Finishing Mill and No. 1 Box Shop)

Guido DeLutis and Janice Roberts, on June 23, at Union Congregational Church, East Walpole. (Janice works at No. 1 Box Shop)

Martin Coyne and Helen Duddy, on June 10, at St. Monica's Parish, South Boston. (He is on military leave from the Paper Mill)

John Flaherty and Kathleen Flaherty, on June 17, at St. Catherine's Church, Norwood. (Paper Mill)





Phillipsdale Plant

REXFORD H. SALISBURY
MANUEL OLIVER

DAVID S. LOWRY
ARTHUR TRUDELL

LESLIE E. HOWARD
ROBERT CROWLEY



LORRAINE MOLLERBERG, age 11, in confirmation dress, makes a pretty picture. Lorraine, who was confirmed April 8 at Sacred Heart Church, East Providence, is the daughter of Russell Mollerberg, who works on the Phillipsdale Paper Machine.



STATIONED IN JAPAN is Pvt. Bob Crowley, son of Phillipsdale Insulating Board Plant Inspector Robert Crowley. Young Bob is with the 247th Ordnance Supply Co. as an inspector of war materiel.

Antone Dias feeds the pigeons every noon and they swarm all over him when he comes to the yard and whistles for them.

New cars this month include Frank Reed's new-to-him Nash and Armond Roy's 1949 Chrysler. We understand Armond's car is available for weddings, etc.

It is reported that John Harrington got caught on the top of a fence recently while trying to take a short cut. We haven't heard why he was in such a hurry.

Arthur Trudell and Arthur Turner report fishing off Gloucester is as good as usual. What a trip to take for a fish!

Speaking of fishing, John Souza and Bill Rebello are quite proud of their abilities in catching tautog. Joe claims he got one 14" long, weighing 14 pounds, while Bill says he got one 16" long, weighing 16 pounds. Something fishy somewhere.

Joe Ladd says he's a grandfather again.

Long Service List

WE give below the names of those whose fifth, tenth, fifteenth and twentieth anniversaries fall during the month of August, and of those who complete twenty-five or more years' service during this month.

Name	Year	Dept.	Years
James E. Smith	8-17-25	Retired	66
Hattie E. Willis	8-17-96	Retired	55
John Sullivan	8-3-99	Retired	52
John Sheehan	8-2-02	Retired	49
Mary R. McKinnon	8-9-05	Retired	46
Michael J. Hawkins	8-6-06	Office	45
John Blazonis	8-15-07	Retired	44
Michael Coyne	8-1-08	Retired	43
George Stone	8-7-08	Retired	43
John Wilkes	8-8-08	Finishing Mill	43
John D. Countway	8-20-09	Retired	42
Samuel A. Hunter	8-29-10	No. 1 Box Shop	41
Ethel M. Havey	8-13-12	Retired	39
Michael Costello	8-4-13	Retired	38
Leroy A. Fullerton	8-30-13	No. 2 Box Shop	38
Anthony Pratasius	8-1-16	Flooring Plant	35
Fred J. Kinsman	8-17-16	Retired	35
Helga D. E. Petersen	8-22-17	Office	34
Antonio Antonelli	8-12-18	Flooring Plant	33
Esidoro Polumbo	8-12-18	Roofing Plant	33
Arthur B. Sprague	8-16-18	Retired	33
Everett Brennan	8-5-19	Maintenance	32
Francis D. O'Neil	8-6-19	Retired	32
Bartley M. Curran	8-21-19	Flooring Plant	32
George E. Wood	8-4-20	Flooring Plant	31
John Lobisser	8-9-20	Maintenance	31
Joseph Jurglewicz	8-23-20	Paper Mill	31
Charles J. Miksis	8-23-20	Flooring Plant	31
Edward J. Scanlon	8-30-20	No. 2 Box Shop	31
Andrew J. Thompson	8-31-20	No. 1 Box Shop	31
Roy M. Springer	8-21-21	Shoe Carton Sales Mgr.	30
Stanley J. Jezulewicz	8-22-21	Roofing Plant	30
Elmer A. Honeth	8-26-21	Retired	30
Arthur R. Balduf	8-2-22	Roofing Plant	29
Victor Konalski	8-2-22	Retired	29
William J. Downing	8-4-22	No. 1 Box Shop	29
James Donnelly	8-28-22	No. 1 Box Shop	29
James S. Salmon	8-28-22	Retired	29
Anton Smolski	8-29-22	Retired	29
Adolphe T. Doucette	8-30-22	Flooring Plant	29
Charles E. Tyson	8-1-23	Retired	28
Edgar W. Ross	8-6-23	No. 1 Box Shop	28
Pietro Cisternelli	8-13-23	Paper Mill	28
William R. Duquette	8-15-23	No. 2 Box Shop	28
Walter F. Mazeika	8-20-23	Flooring Plant	28

Phillipsdale Sports

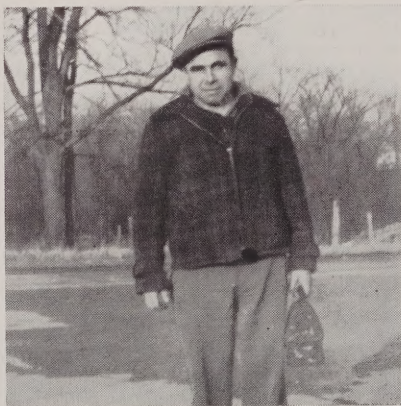
Bird Golfers Lead Local League

The Bird team in the 12-team East Providence Industrial League at present writing is on top of the crowd. Successive victories over Atlantic and Tydol put and kept them there. They feel able to take on all comers. Capt. Bill Kanoski, Charlie DelValle and Phil Gordon are in the top half in the industrial standings.

Rifle Match

Les Howard has been able to get a few men together to represent Phillipsdale in the inter-company rifle match, but he is working under difficulties. None of the men have done any shooting lately and most have to borrow rifles. Even so, Les has gathered a group consisting of Paul Johnson, Clarence Henriques, Everett Rockwood, Dick Carlson and Howard Inman, and after a little practice they hope to make creditable showing.

Flash: Everett Rockwood places second with a 98!



MANUEL R. OLIVER, who died suddenly on June 9, was a Boiler Operator at the Phillipsdale Plant. He had been with the company six years.

Notes

Recent visitors to the mill included Jimmie Kuzmich and Charlie Cyronak, retirees, who are both looking and feeling fine.

We were sorry to hear of the recent death of Ed Godin's mother-in-law, and of Fred Matthews' father, who died June 4 in Newfoundland.

"Swede" Pierson hasn't one of those new Indian haircuts, but it sure comes pretty close to it. Guess he didn't have his parents' permission to get the real thing.

Alex B. Morrison	8-24-23	Flooring Plant	28
Timothy P. Dowling	8-25-23	Roofing Plant	28
Harvey A. Batten	8-6-24	Paper Mill	27
Henry A. Doudie	8-11-24	No. 1 Box Shop	27
Robert V. Garner	8-1-25	Asst. to Vice-Pres., Floor-	

Howard A. Johnson	8-17-25	Flooring Plant	26
Wilfred N. Turenne	8-10-26	No. 1 Box Shop	25
William F. Wall	8-11-26	Maintenance	25
Lauri Palonen	8-12-26	Flooring Plant	25
Arthur M. Bent	8-30-26	Flooring Plant	25
Andrew Grigun	8-30-26	Flooring Plant	25
Leo A. Lamminen	8-17-31	Flooring Plant	20
Lawrence W. Bishop	8-3-36	Flooring Plant	15
Francesco Conidi	8-5-36	Flooring Plant	15
Giuseppe Bilotta	8-7-36	Flooring Plant	15
Paul H. Zenis	8-17-36	Flooring Plant	15
Martin Kane	8-4-41	Paper Mill	10
Norman G. Lull	8-20-41	Flooring Plant	10
John Curran	8-29-41	No. 2 Box Shop	10
Mary C. Molla	8-29-41	Office	10
Peter A. Deptula	8-1-46	Flooring Plant	5
Ernest M. Field	8-5-46	No. 2 Box Shop	5
Ruth Wardwell	8-5-46	Auburn	5
Bernard E. Whidden	8-5-46	Flooring Plant	5
Gordon R. Penney	8-5-46	Flooring Plant	5
Eugene F. McCarthy	8-7-46	Roofing Plant	5
N. Frank Hemmer	8-8-46	No. 1 Box Shop	5
Peter Jakobowski	8-8-46	No. 2 Box Shop	5
Francis E. Doane	8-8-46	Flooring Plant	5
Sherman E. Coulter	8-8-46	Flooring Plant	5
Edwin V. Jankowski	8-12-46	Finishing Mill	5
Rocky S. Chiofar	8-12-46	Roofing Plant	5
John MacLachlan	8-12-46	Roofing Plant	5
James Glidwell	8-12-46	Roofing Plant	5
William Jennette	8-12-46	Flooring Plant	5
George L. Forgit	8-13-46	Roofing Plant	5
Edmund E. Savage	8-15-46	Roofing Plant	5
William A. Lang	8-15-46	Roofing Plant	5
Charlie C. Fielder	8-15-46	Roofing Plant	5
William A. Dickinson	8-16-46	Finishing Mill	5

James F. Grazado	8-17-46	Paper Mill	5
Edward J. Power	8-19-46	Paper Mill	5
Joseph Fameli	8-19-46	Roofing Plant	5
Andrew J. Malacaria	8-19-46	Flooring Plant	5
Frank R. Slauzis	8-20-46	Flooring Plant	5
William J. Ford	8-26-46	No. 2 Box Shop	5
Joseph A. Nicholson	8-26-46	No. 2 Box Shop	5
Richard P. Lovejoy	8-27-46	No. 1 Box Shop	5
Joseph G. Lipinsky	8-28-46	No. 2 Box Shop	5
Herbert Pratt	8-28-46	Roofing Plant	5

PHILLIPSDALE

Charles S. Cyronak	8-4-10	Retired	41
Gaetano Nanni	8-23-18	Plant	33
James J. Kuzmich	8-9-20	Retired	31
Wilfred Couture	8-6-23	Plant	28
Anthony N. Perry	8-9-23	Plant	28
Joseph Medeiros	8-25-41	Plant	10
Matthew E. Pino	8-1-46	Plant	5

BERRY ASPHALT COMPANY

James E. Carpenter	8-1-36	Waterloo	15
James S. Van Pelt	8-10-36	Sales	15
Donald L. Ray	8-4-41	Magnolia	10
Hilton A. Marlar	8-1-46	Waterloo	5
John P. Craig	8-12-46	Stephens	5

CHICAGO

Lawrence Doherty	8-7-19	Plant	32
Frank W. Krueger	8-30-26	Retired	25
Marshall F. Meyer	8-27-26	Retired	25
Gresham T. Brebach	8-3-31	Roofing Sales	20
Bernard Langland	8-12-46	Plant	5
Edward Hayden	8-19-46	Plant	5
Isaiah W. Jennings, Jr.	8-20-46	Plant	5
Reuben Mayer	8-20-46	Plant	5

Acknowledgments

To thank you for your kindness and sympathy at a time when it was deeply appreciated.

Mrs. Manuel Oliver and Family
Phillipsdale

Your kind expression of sympathy is gratefully acknowledged and deeply appreciated.

Joseph Stepanowich and Family

The family of the Rev. William J. B. Cannell acknowledges with grateful appreciation your kind expression of sympathy.
(Phillipsdale)



New Superintendent

CARL W. BERGER has been named Superintendent of the Waterloo Plant of Berry Asphalt Co. He moved to Waterloo and took over his new duties on June 10.

Mr. Berger came originally from Lawrence, Kansas, and graduated in 1930 from the University of Kansas with a degree of Bachelor of Science. For the past twenty years he has been gaining valuable experience in the oil business which he will put to good use in his new assignment with Berry Asphalt Co. He had petroleum refining training and experience with the National Refining Co. of Coffeyville, Kansas, and the Globe Oil & Refining Co. at McPherson, Kansas, and Chicago. Asphalt and specialty experience was learned with Warwick Wax Co., a subsidiary of the Sun Chemical Co., New York City, and with Shallow Water Refining Co. of Garden City, Kansas. He has had a fine background of experience in all refining departments, pipe line transmissal, and with the Globe Oil Co. was superintendent of a refinery producing up to twenty-five thousand barrels per day.



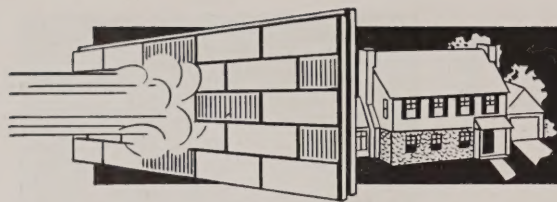
Carl W. Berger

Mr. Berger holds membership in many professional organizations, including the American Chemical Society and the American Petroleum Institute. His family consists of his wife, Helen E., and a daughter, Charlene E., aged twelve. Mrs. Berger has in the past been a field director with the Girl Scouts and hopes soon to organize and train the little folk of Berry Village at Waterloo in many outdoor crafts and arts.

In his new duties Mr. Berger will have full charge of all Berry Waterloo Plant operations at the refinery where about fifty people are employed. The refinery has a capacity of fifteen hundred barrels per day.



BERRY EMPLOYEE'S NEW HOME, near Magnolia, Arkansas. Auburn Baccus is doing most of the finishing work on his house, with Rita's help. Hank Swanson went out to say hello and before he knew what was happening, he was up on the roof with a hammer in his hand and somebody had taken the ladder away. (We assume he is on the other side of the roof. Ed.)

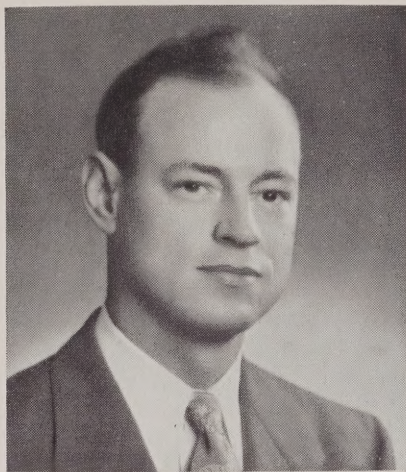


Chicago Roofing Plant

STAFF: G. F. CAMPBELL, MATHILDA HANSEN, VIRGINIA O'BRIEN, JOSEPH BLACKMAN, MARTIN PEARCE



Donald E. Frazier



Walter T. Wiggins

New Appointments at Chicago

DONALD FRAZIER, Plant Superintendent; Walter Wiggins, Plant Engineer; Albert M. Dobbins and Philip C. Johnson, Sales Managers of the Western and Central Divisions respectively—that's the new line-up at Chicago under Western Division Manager W. W. Wilson. Dobbins has been on the job for many years; Johnson was named to his new post the first of January, and Frazier and Wiggins just assumed their new duties on June 1.

Newest Equipment

Chicago's new No. 6 Machine installed last year, together with the constant improvements that have been made on Chicago's Insulated Siding Machine, No. 4, makes Chicago the Bird & Son plant with the newest and most efficient equipment. The new Felt Mill at Shreveport further assures Chicago of adequate felt supplies—an item which has not always been easy to obtain for Chicago in the past. With the establishment of the Central Sales Division last January, additional sales efforts were started in this area, too, to supply Chicago with additional volume of business for its new equipment. Every indication now points

toward the Chicago Plant being the best producing division in Bird & Son.

Donald Frazier

Donald Frazier takes over his new duties as Superintendent with many years of Bird & Son experience behind him. He has been with the company since 1933 and been closely tied in with many product development projects at the Norwood Roofing Plant during his period there as Chemical Engineer and later, Assistant Chief Chemist. Recently assigned to the position of Chief Chemist at Chicago, he is now taking over the more important post of Plant Superintendent following the resignation of John G. Trontell. A complete story on Mr. Frazier's career with Bird & Son appeared in the May, 1951 issue.

Walter Wiggins

Walter T. Wiggins, who first joined the Bird & Son organization in 1947, is thirty-three years old. He was born in Tallula, Illinois, a small town near Springfield. He remembers spending his first school years in a little red schoolhouse where eight grades were taught by one teacher in one room. When Walter was nine, the Wiggins

family moved to Chicago. Walter graduated from high school there and immediately entered the employ of the International Harvester Company as a welder. In 1938, he left his job to enter the University of Illinois. Since his father had died in the influenza epidemic of 1918, the year Walter was born, there were no family funds to see Walter through college, so Walter worked his way through school, graduating in 1942 with a degree in Mechanical Engineering. On the day following graduation, he reported to the 94th Engineer Regiment at Fort Custer, Michigan.

Just before going overseas, he married Flora B. Gillespie of Chicago. His Army service took him through North Africa, Italy, France and Germany where his organization constructed prisoner of war camps, highway and railroad bridges, roads, tunnels, railroads and various other engineering projects. Part of his time in Italy was spent on detached service where he helped with the rebuilding of electrical power facilities in Naples, Rome and Leghorn. He also helped in the restoration of some of the buildings in Leghorn.

Returning home with five battle stars in November 1945, Capt. Wiggins met his two-year-old daughter for the first time. After a short vacation he was engaged by the Western Electric Co., Inc. of Chicago as a manufacturing engineer in their factory Planning Department, where he remained until he joined Bird & Son in August of 1947.

Walter says his hobbies include reading, music (though he is not a musician), gardening, hunting, fishing, golfing, and strangely enough, engineering! His family also keeps him busy in his spare time. In addition to his oldest daughter, Pamela, there are now two more, Marcia and Darlene.

Walter has had much to do with the installation of Chicago's new No. 6 Machine. He steps into his new post as Plant Engineer with plenty of first-hand practical knowledge of the Chicago Plant and its equipment.



FOR A PERFECT SAFETY RECORD. The Chicago Plant is presented the award by Personnel Services Manager A. W. Smith for an accident rate of zero during 1950. Left to right: Tony Soltan, G. F. Campbell, Jr., Walter Wiggins, J. G. Trontell, Mr. Smith, Robert Julian, and Joe Durkin.

Seven Complete First Aid Course

THE June 20th meeting of the Red Cross First Aid Course completed the training period for seven men at the Chicago plant. They were: W. W. Wilson, W. T. Wiggins, E. A. Rickerson, Arthur Mellin, Charles Sheeley, John Troy and William Eggert.

A. L. Scott, volunteer instructor for the Red Cross, has been conducting the course for nine consecutive evenings. He did a good job of teaching and the classes were well attended. The knowledge gained in these sessions may well result in the saving of lives because those in attendance have learned how to give first aid.

Chicago is looking forward to a bigger and better course next year.

Chicago Notes

Frank Reynolds spent an afternoon at our Plant here recently.

William Koehler of Advertising Display at East Walpole dropped in at the Plant to look around while in Chicago at the Furniture Market. Gene Murphy escorted Bill out to the Plant so he wouldn't get lost enroute.

Bernard Bailey, Chief Chemist at the Norwood Flooring Plant, spent several hours here while in Chicago with Mrs. Bailey visiting their daughter.

We were glad to see Charlie Sumner when he dropped in for a short visit.

We were all very sorry to hear that Teddy Moore's son was killed in the Korean war.

The new foremen's manuals were distributed at Chicago during the month of June.

We welcome Mark S. Handler to the Bird family. He is an Assistant Inspector on No. 2 Machine.

June Houbolt is enjoying her vacation in sunny California.

Otis Thompson, Dry Felt department, has owned more automobiles than Ralph Kiner hit home runs in 1950. For the last ten or fifteen years he has made it a point to buy at least one "new" car per year (same being from seven to ten years of age at time of purchase of course).

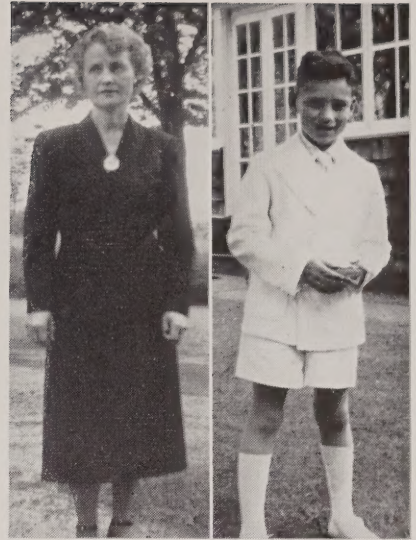
In 1949 Thompson owned a '36 Chrysler which he traded for a '39 Zephyr. In '50 he decided to expand; bring his quota to two autos at the same time. Otis saw an enormous Packard ambulance that could be obtained for a song. He immediately grabbed this. This bus was somewhere between the tender ages of eleven or fourteen years old at the time. Now he is up to date. He just turned the two shorts in on a '41 Chevy.

Joe Blackman had a letter from both Louis Matthews and Bob Lockinour. Matthews reported that things were pretty hot in Korea. Bob is in Oklahoma where there's never a dull moment. He's kept busy from reveille to taps, and when he is off duty he relaxes by shining silverware and cleaning the barracks. He said that the only thing that he didn't like was someone always telling him what not to do or to do, mostly what to do.

Joe Blackman just returned from his two weeks' vacation. He visited relatives in Alton, Illinois. He really enjoyed himself, so much so that his weight has increased from 143 lbs. to an amazing 143½ lbs.!

New Art Work

Several favorable comments have come to the Review on the new plant and department headings which made their debut in the June issue. All these were designed by Staff Artist Elliott Middlebrooke of Advertising Display. Skip Middlebrooke is the same fellow who did the wonderful cover for the 1950 Christmas Review.



JOHN TOMEI and his mother. Nick Tomei of the Chicago Plant is justly proud of this family of his. The youngster's picture was taken after he received his first communion. Mrs. Tomei and their son have been vacationing on Long Island, N. Y.



THIS PRETTY CHILD is Anna Marie Curran, granddaughter of Arthur Julian, Chicago Sample Department.



PAUL SCHEIDE'S husky little son Jim. Paul works on Chicago's No. 4 Machine.

Shreveport

News and Views

STAFF: LUCILLE MCMURTRY, D. L. OLIVER, JR., WILLIE L. SMITH, FRANK MARKHAM, CYRIL WILDE, EDWIN SOMPAYRAC
RICHARD POTTER, Photographer

Shreveport Sports

THE Big Bass Contest was due to end on June 30 and as we went to press we still had no entries which measured up to the 4-lb. mark. Dude Davidson came close on June 14 with a 3 lb., 9 oz. bass on Cross Lake. However, "close" only counts in horseshoes. William Winkler planned to return from his trip to Mexico in time to toss the bait a bit.

Claude Ragsdale and E. B. Burroughs have entered the company Postal Rifle Match. Shreveport is the home of two nationally known clay pigeon marksmen, Mercer Tenille and Johnny Doran. Tenille has won titles in this country as well as Europe. Our boys may pick up some good pointers here at home.

If the Softball Club had not won a game at this writing, it was not for lack of the old pepper. They've got plenty of spirit and plenty of individual know-how. A little more practice as a team ought to see them giving the league leaders a hard time. We'd be willing to make a little wager

that by the time these lines are set in type, the Bird Softball team will have scored many a run and won several games.



LEO HOGAN AND BRIDE, following their wedding on June 1. Leo is a Boiler Fireman at the Shreveport Felt Mill.



BIRD SOFTBALL TEAM of Shreveport. Front: Joe Flenniken, Manager, Clayton Taylor, Hewett Graham, Jack Scarborough, Jackie Wise, Elton Bamberg, Bill Blue. Back: Dick Doiron, Huey Humphrey, Earl Johnson, Phil Johnson, Wilton Guice and Clayton Cobb.

Shreveport Speaks

J. L. Runyan, who has had a pretty hard time dodging hail stones lately, was caught in a hail storm in Abilene, Texas. On his next trip, he ran into the same thing in Arkansas.

R. C. McClellan took a week's vacation and painted his house in Austin, Texas.

William Winkler planned a trip to Carlsbad Caverns on his vacation. A few minutes before he left, he found that Claudie Neel was leaving about the same time for the same place.

Everyone enjoyed the recent letter from Staff Sgt. Al Creglow. Al says he hopes to be back with us in August. We hope so too!

The Mode Myers spent their vacation in Oklahoma with relatives and really enjoyed the mountain climate.

Earl Johnson was married June 8. After a week-end trip to Hot Springs, he returned to a new job as Shingle Machine Operator. Congratulations, Earl!

O. N. Sherburne spent a week in East Walpole where he attended the Office Managers' Meeting.

The second game of tennis played this season was enjoyed by Juanetz Bruce, Cyril B. Wilde, Edwin Sompayrac, Frank Markham and Wilton Guice. Needless to say there were a bunch of sore muscles next day.

We were sorry to learn W. T. Eason's mother is seriously ill following an operation.

H. L. Bryant's son, Howard, graduated from Louisiana College at the early age of 19. "Mack" has promised us a picture for the Review.

Texas & Pacific Railroad have started a program for their Traffic Representatives to visit a number of industries T&P serve. On May 29 a party of 21 visited our plants here at Shreveport and we have had another bus load since.

Mrs. Ed Bailey was only in the hospital one day when Cheryl Loran was born May 29. Ed, who has carried the watchman's clock for a couple of weeks while recuperating from an appendicitis operation, is mighty proud of his newest daughter.

New home owners are Mr. and Mrs. A. L. Gandy. They had a new home built in the Wilhemina Subdivision in Bossier City. The new address is 248 Westerfield.

Huey Humphrey won't have that ache in his side any longer. He had been bothered for some time with chronic appendicitis, but on May 30 he had the offending member removed. It won't be long before he will be driving his lift tractor again.

Jim Brandon is still ill with rheumatoid arthritis. We are pulling for you, Jim, to overcome this illness and soon be back with us.

"Buck" Burroughs says he appreciates Mrs. Burroughs more than ever. On a week of vacation he kept house and watched their six (6) children while Mrs. Burroughs went to the hospital for an operation. We understand Buck was glad he had just one week.

Dick Potter's picture showed up in the local papers with his group of singers. We understand they have a new sponsor and will be on the air again this fall.

Merle Williams spent the week of June 11 visiting with his daughter, Merlene, and her husband. Merle's son-in-law is currently stationed at Scott Field, Illinois, where he is attending communications school.

Gertrude Salter enjoyed a two weeks' vacation resting at home.

Kavat Loe returned to work with a beautiful suntan. He didn't do much talking about the big fish he had planned to catch.

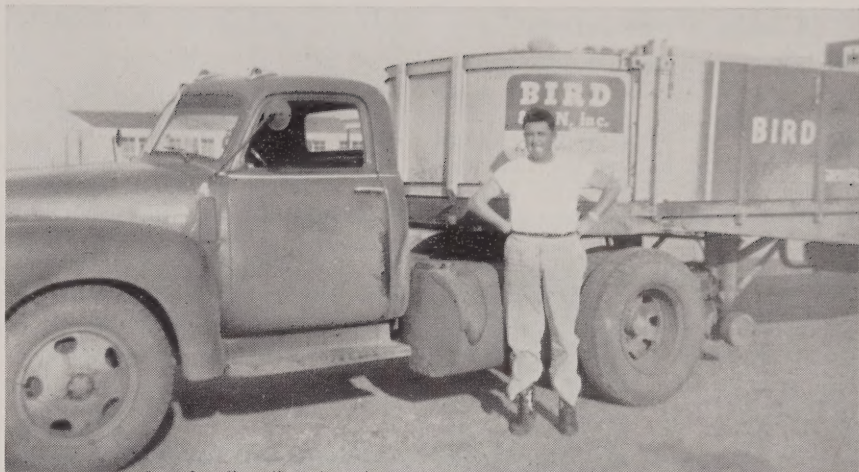
Cephas Myers and a friend fished at Seline Lake, June 10. They caught 36 large white perch in about half an hour.

Willie Smith is putting asbestos siding on his home and he hopes to finish this week-end so he can try for a big bass.

Congratulations to Robert A. Smith who is now grandpa. It's a boy and that is the only detail available at this time.

We take this opportunity to welcome D. L. Ford of the Plastic Plant to the Bird Family of Shreveport.

We enjoyed a visit from R. A. Wilkins, F. A. Massey and L. J. Tarbell recently. Always glad to have these visitors with us.



J. D. PHARR, Shreveport's "biggest truck driver", stands beside his truck loaded with Bird roofing. The Review isn't sure whether the word "biggest" applies to the driver or the truck, but after looking at J. D., guesses it might well be the driver.

Fergus Bryant is riding a motorcycle now and from all indications he has ceased to be a cycle fan and is going to be one of the clan.

J. D. Teutsch is driving a 1949 Dodge Club Coupe. We will agree that it is a nice car and as J. D. says, "It's the ride that got me."

Donald Hanley, nephew of Grace Fuller, has graduated from LSU Medical School in New Orleans and is waiting to start his internship at Charity Hospital here in Shreveport.

Leo Hogan wasn't excited before his wedding, he just got his schedule mixed up. He had his sister present 45 minutes before the wedding and D. L. Oliver, his foreman, 30 minutes after it all happened.



WILTON GUICE AND DAD were in such a rush to leave for Tensas Swamp that Wick forgot the camera and his dad forgot the casting equipment. They still caught 93 fish. Pictured is Wick with a double string with 67 perch.



THE VAN PELTS OF BERRY ASPHALT COMPANY visit East Walpole. Left to right are: Bette, Janet, Mrs. Van Pelt and A. T. Van Pelt, Vice President of the Arkansas oil company. Their two charming daughters are both in Magnolia High School. Bette is a freshman and Janet, a senior. Taken on June 25 during a short visit to New England, the picture shows the visitors with the familiar white pillars of the Main Office in the background.



RALPH MITCHELL, Backtender and Inspector at the Shreveport Felt Mill, wears this same smile every time you meet him. Ralph and the former Hope Evans are shown cutting their wedding cake, May 4.

Club President's Mid-Summer Report

NEEDLESS to say, there were plenty of kids at the field day Sunday, June 10. The weather was not in our favor as in previous years, and of course, the Merit Show Organization kind of fouled us up somewhat by getting mixed up in their dates. However, they did show up and stayed later. All in all, I believe the kids had their fun and a full day. The parents seemed to fuss more about the delay than the kids, but of course, the weather was on the cool side and there is no fun hanging around doing nothing.



Baseball and softball came up for quite a bit of discussion at the last Bird Club meeting. As you know, we didn't get too good a response to any leaflets we put out about sponsoring these sports this year. It was generally agreed, however, we would make a special effort to sponsor one or the other next season, and maybe inter-mill or inter-department softball would be the most in demand.

The Tri-Mill Sports Club didn't get too many applicants for their Postal Match, but in looking over some of the

targets turned in by the people who participated we sure have some good riflemen in Bird & Son, both locally and in the outside plants. The results are not final at this writing.

The Scotch Foursome sure brings out the fun in this golf league. Earl Higgins partnered with Mattie Mc-Lauchlan walked off with first honors. I'm glad the Scots got in there somehow, although Mattie had to use a baseball bat as one of her "clubs". She sure is a smart cookie — I mean lassie!!

Any Suggestions?

The Neponset Choral chairman, Chet Porter, reported they had a very nice concert, but a very poor crowd May 24 at Walpole High School. What seems to be the matter? Don't we have over 150 people in Bird & Son who appreciate good singing, or should we drop this program because of poor hall location or poor acoustical conditions for this type of singing? It must be very discouraging for the chairman and his group, and I wonder what the answer is to this problem?

How many people would be interested in a horticultural subject, that is, have a speaker come and lecture on gardens and how to grow them? Gordon Wilson of the Floor Covering Lab (PFL) has about 15 members that are very much interested. Are there any more in the different plants? Send your name to Gordon or me, and I believe if we get enough people interested we can get a speaker without too much trouble.

BIRD

With the vacation season now upon us I hope all you club members will have a nice holiday and come back refreshed and ready to go. I'm going down to the Cape myself for a couple of weeks. Why don't you all drop in and we'll split a striped bass amongst us! Have fun out in the sun and I will be sending some more notes your way in the August Review.

Yours,

John McDougall

Girls' Golf

By HELEN MAKAREVICH, Chairman

MUCH to our sorrow, our golf matches are all over for another season. We wound up with a field day on Saturday, July 7, at the Walpole Country Club, followed by a luncheon at the Abner Wheeler House in Framingham.

Top scorers for this season were the same four girls who had the lowest averages last season. The only difference was a slight change in figures and a swap in first and third place. (See August '50 Review.)

	1951	1950
Carolyn Delaney	52.9	56
Peg Corcoran	53.6	54.9
Anne Lindsay	54.3	52
Marion Tolman	56.4	56.1



CHOW TIME. Following a Scotch foursome for men and girls of the Bird Club golf leagues at the Walpole Country Club everybody enjoyed a weenie roast near the clubhouse. The girls put on the feed. After a day's work, plus nine holes of golf, this crowd really made the food disappear.

CLUB

Team prizes went to Captain Mary Moylan and her Fairways for top score, 55 points. Placing second with 53 points were the Whiz Kids, captained by Ninnette Petroni. Winning players were, besides Moyl, Peg Corcoran, Peg Delaney, Julia Lewis, Marion Smith, Helen Makarevich, Isabel MacLeod and Berniece Potter. The Whiz Kids were Helen Shimsky, Carolyn Delaney, Peggy Daunt, Grace Thomajan, Hilda Rafuse, Florence Murray, Helen Quackenbush and Ninnette, their captain.

Field Day Results

Results for play on the field day were:

Low gross — Helen Shimsky, 1st
Peg Corcoran, 2nd

Low net — Florence Murray, 1st
Hannah Flavin, 2nd
Mary Bannon, 3rd

Fewest putts — Peggy Daunt

Most fives — Peg Delaney

Most sixes — Julia Lewis

Best score on No. 2 — Carolyn Delaney
Longest drive on No. 7 — Ninnette Petroni

Best sport — Enie Geraghty

To bring you up to date since the last Review, the weekly prizes were won as follows:

June 11 — Highest score — Florence MacDonald

June 18 — Lowest score — Peg Corcoran

June 25 — Most sixes — Anne Lindsay
Pat McDonald
Anne Smith

Pat won the tie.

Scotch Foursome

The glow from our faces could have cooked any hot dog ten feet away. Following the Scotch Foursome run by the girls, June 19, we had a weenie roast. That part of it was fine, except that the committee completely forgot the sugar and cream for the coffee. Hence the crimson countenances.

Results of play were:

Low gross, 41 — Anne Lindsay, John Woloshyn

1st low net, 25 — Mattie McLauchlan, Earle Higgins

2nd low net, 29 — Enie Geraghty, Ed Morrissey

3rd low net, 30 — Helen Shimsky, Howard White

Mystery prize, low 1, 2, 3, — Julia Lewis, Dick Sprague

Good sports — Helen Lipinsky, Gus Sacre

Next Year

At this time I should like to thank

my committee, Peg Delaney and Mary Blazonis, for their help this season. Next year's chairman will be Julia Lewis. Her committee are Grace Thomajan and Peggy Daunt.

To Join N.R.A.

THE TRI MILL SPORTS CLUB announces that its rifle club has applied for membership in the National Rifle Association.

Membership in the NRA carries with it the opportunity to qualify for marksmanship and offers a chance for competitive shooting against other clubs.

To assist riflemen and encourage civilian shooting, the Department of the Army offers the use of .22 cal. target rifles and also the world-famous M-1 (Garand) rifle. It will also furnish a supply of targets and ammunition. In return the club members must fire one Army qualification a year. Membership in the NRA is open to Bird Club members who belong to the Tri Mill Sports Club and are American citizens.

National Rifle Association dues are \$4.00 for active membership. Associate membership is open to those who might care to shoot only occasionally, using the club's facilities. This type of membership is \$2.00 yearly.

If you are interested in joining the NRA, send a note to the Tri Mill Sports Club, stating your name and department.

Visits America

MANY who were working in the Paper Division of Bird & Son in 1929 will remember a young Swedish fellow who came to Bird & Son that summer and was with us from July to November to absorb all he could about paper making. His name was Ivar Humble.

He was back in this country again this year to learn more about paper making. He and another paper executive, Sven Haglund, spent a day at Bird & Son in May. During this trip to America they visited thirty-two states, covering the area quickly by the simple device of hiring a U-Driv-It car.

Mr. Humble, after completing his observations in America in 1929, went back to the town of Hyltebruk in Sweden as Chief Chemist for a paper mill there. In the intervening years he has held several important posts in Swedish papermaking concerns, including ten years as Manufacturing Manager of

Fiskeby Fabriks Aktiebolag (Inc.). In 1949 he became Resident Manager of Billeruds Aktiebolag in charge of their grease-proof paper mill in Saffle. He is now Manager of the Technical Department of this company.

Frederick W. Feaver

FREDERICK W. FEAVER, Sample Maker at the Norwood Roofing Plant, collapsed suddenly and died while at work on Tuesday, July 3. He had had a serious heat condition for many years but had adjusted his life to it and was able to work steadily on his job as Sample Maker.

He came with Bird & Son in January, 1937, working for about two weeks on No. 3 production machine before transferring to the Sample Department where he had worked continuously since both as Sample Maker and Sample Cutter.

Surviving him are his wife, Catherine, and five children—a daughter, Alice, who is in government service at the Naval Embassy in Rome, Italy, and who flew home for her father's services; a married daughter, Mrs. May Moyer, of New Jersey; a third daughter, Rennie, living at home, and two sons, Frederick and Bruce, also living at home.

Services were held at the May Funeral Home in Norwood on Saturday, July 7. Bird & Son friends and co-workers attended, expressing their sympathy to the family in their loss.



BIRD CLUB GOLF CHAIRMEN, Dick Sprague and Helen Makarevich, at golfers' picnic. At left, rear: Hannah Flavin, Anne Walukevich, John Woloshyn with Marion Smith behind him. Right: Julia Lewis, John McDougall wearing cap of Clan Murphy (he says), and Mary Bannon.

FFG, DMPM5, FSM, AB ? ?

DID you wonder when you first came to work for Bird & Son what your department symbol meant? It is safe to say that if you asked anybody, you were probably told that FXG, DMT, FBPM9, CEW, or whatever, was IT and that was that.

There is a reason to these symbols. When the Review Question Box was first started, Charles Tapley of FXG (Corrugated Cases at No. 1 Box Shop) sent in the query: "How did Bird & Son get the symbols for their plants and departments? Every new employee asks about this." There is quite a story behind this subject deserving of more than a brief answer in the Question Box.

Soon after 1910 when Charles S. Bird, Jr., was head of the staff departments, a need was felt for calling the plants and departments by some abbreviated name. There were even then many kinds of machines and several plants. It was awkward to have to designate the slitter-nearest-the-window-by-the-river by its full name every time you wanted to charge an hour's labor to this machine. The Accounting Department needed a symbol which would take up a small space and would always mean this machine and no other.

Letters Used

A system of letters was hit upon, which were picked because they were the first letter of the thing they stood for. For example, D was for Dry Paper, F for Finishing. In those days the organization of the company was set up so that there were two main manufacturing divisions. One was the Dry Paper Division, headed by Mr. Bird. This covered all the original manufacture of paper and felt at East Walpole and Phillipsdale. The other main division was Finishing, under the late George Wyman. Finishing did not mean then merely the final finishing of shingles or boxes as it does now. Finishing meant the taking of the D department products, dry paper or felt, and manufacturing (finishing) them in the form of roofing or boxes.

Two letters meant a mill. Therefore, DM designated Dry paper, Main mill, and DP meant Dry felt, Phillipsdale. Likewise, FB was the symbol for Norwood Rooofing, for it meant Fin-

ishing, Building materials. Later when the Flooring Plant was started, the logical symbol was, of course, FF for Finishing, Flooring. Chicago and Shreveport symbols, FC and FS, also indicate the Finishing of D department products at these newer locations outside New England.

The third letter added a department, as DMP was Dry paper, Main mill, Production. A fourth letter designated the machine, which was followed by the machine number. So, DMPM5, is now recognized as No. 5 Paper (Production) Machine at East Walpole. FBPM9 is Finishing, Building Materials, Production, Machine No. 9.

Basic Symbols

These basic symbols were worked out and set up by 1913. B. D. Rogers, former Director of Personnel, gave us the story of our company symbols, for he helped set them up. He explained that the company has grown during these years. Mr. Rogers pointed out that it has been impossible with only twenty-six letters in the alphabet always to name new departments according to the original scheme. "V" was picked as the symbol for shipping in the early days. Yet now the V departments, as VT (Telephone), VN (Stenographic), have nothing to do with shipping but are service departments. However, the original V is retained as the third letter in the plant shipping departments: FXV1 (No. 1

Box Shop Shipping) and FFV (Flooring Shipping).

The original set-up is also retained in this grouping:

- A Accounting
- B Executive (the President is B)
- C Sales
- D Dry Paper
- E Engineering
- F Finishing

This last (F) indicates the origin of FC (Finishing, Chicago) and FS (Finishing, Shreveport). DP for Phillipsdale is explained as Dry Paper (Felt) manufactured at Phillipsdale.

Since our symbols are still primarily an aid to keeping our accounts, J. C. Rambeau, Auditor, was asked what he thought of them. He intimated that he wondered, when he first came here, if his co-workers were talking Chinese. Now he speaks the language too and says he can see how useful it is.

Other industries have different systems of naming their departments. Bird Machine Co. uses numbers. Kendall Mills in Walpole uses symbols as we do, but not in the office. Their basic letters are "A" for Administrative departments and "D" for production departments. AM (our Stock records department) means Administrative, Mechanical to them, while DB is their bleachery and DK their card room.

Thank you, Mr. Tapley, for raising the question. GL and GR (Personnel, Labor and Personnel, Review) know a lot more than they did before and hope that this account gives you at least a partial answer.



— By John P. Maleiko, FBPM9

On The Lighter Side

We know a business man who feels that there's been too much of this stuff about desk and wall mottoes. You know the kind. "THINK!" He proudly displayed a desk motto which he says is the motto to end all mottoes: "Somebody said it couldn't be done—and so we didn't even try."

Credit Clerk: "What is your husband's name?"

Mrs. Smith: "Joe."

Clerk: "I mean his full name."

Mrs. Smith: "Well, when he's full he thinks he is General Eisenhower."

And Crooked

Detective: "You're looking for your cashier? Is he tall or short?"

Banker: "Both."

Experience

"Tell me, sir, who was braver than Lancelot, wiser than Socrates, wittier than Mark Twain?"

"My wife's first husband."

Visitor: "You say you have 14 attorneys in this town? Any of them criminal Lawyers?"

Native: "Well, some of 'em are. The trouble is we can't prove it on 'em."

—*St. Croix Observer*

The young lady visitor to the zoo stared at the sign on the kangaroo cage in stunned silence. The sign read, simply:

"NATIVE OF AUSTRALIA"

Finally, she turned away from the cage and shrieked: "Great Heavens! My sister married one of them things!"

—*The Southern Diary*

Uncle, "You boys of today want too much money. Do you know what I was getting when I married your aunt?"

Nephew: "Nope, and I bet you didn't either."

"Did you see the stork that brought me, Daddy?"

"Only his bill, son, only his bill."

Getting Prepared

Young man: "Now, Doctor, since I'm going to marry Elinor, there's one thing I want to get off my chest."

Doctor: "Tell me all about it."

Young man: "It's this tattooed heart with the name 'Mabel' on it."

Hula Dance: Wild waist show.

Said the village priest, "Ah, Pat, here I find you with a jug of potheen, after what ye promised me. Throw it away now!"

"Sure, Father, and I would," said Pat, "but half of it belongs to me brother."

"Well, throw away your half."

"I can't do that," answered Pat. "Mine's in the bottom."

Baseball players should make good husbands. They're always in a hurry to get home.

One duck to another: "Oh quit trying to walk like a woman wearing slacks."

the Question Box

Continued from inside front cover

Are the pictures in the Bird magazine just for special employees or for anyone who works at Bird & Son?

The Review is glad to receive and print a picture of any Bird & Son employee. We also use pictures of employees' children but much prefer pictures in which the employee himself appears. All pictures must be clear, in good focus and good taste. The number of pictures in any one issue is limited to the space available.

When one becomes eligible for pension will a fraction of a year be counted? Say he is thirteen years and seven months with the company when he becomes eligible, will he draw on the seven months, too, or if he works on for two more years will he get any credit for them?

A fraction of a year representing six months or more is considered equal to a full year in figuring retirement benefits. If the employee in the question has completed thirteen years and seven months of continuous service with the company at his normal retirement date, he will be entitled to credit for fourteen years of service. If he is able to continue his work for two full years after his normal retirement date he will, on retirement, be entitled to credit for sixteen years of continuous service.

As regards the pension plan, Bird & Son will make up the difference between Social Security and \$100.00 per month. If so, everyone will retire with \$100.00 per month regardless of the amount he paid into Social Security. Is this correct?

The first part of this question is not an accurate statement. Bird & Son, inc. has agreed that any employee who retires on or after his normal retirement date and prior to November 1952 with twenty-five years or more of continuous service with the company will be entitled to a retirement benefit which will be at least equal to the difference between \$100.00 per month and the sum of the three following items:

1. The benefits which are available to him through Social Security or would be available if he applied promptly and remained eligible for such benefits; and
2. The benefit which was available to him through use of his units account and insurance as provided in the Retirement Trust; and
3. The benefit, if any, which is available to him under the John Hancock Retirement Plan or which would have been available if he had been a participant of such plan during the entire time he was eligible to be so.

The amount which the employee actually paid in to Social Security will not be important. In the case of an employee retiring with less than twenty-five years of continuous service the \$100.00 figure is reduced by \$4.00 per month for each full year or fraction greater than six months which he lacks of having twenty-five years of continuous service.

Edward Conley

(Continued from page 6)

work perhaps? He said he had not decided on any one field as yet. He pointed out that teaching—he likes history very much—is one of the opportunities open. He is also interested in politics, as a student of history is apt to be.

Dropping a slight bombshell among the supporters of Boston baseball teams, Eddie says he is a Yankee fan. He is interested in all sports, though

anyone who wants to go skiing in the winter is welcome to it. He values his bones too much to risk it. Eddie admits to playing a little football and baseball himself in high school.

Ed Conley, who is still single, lives in Norwood and is the oldest of eight children. He has four brothers and three sisters. Old timers at Bird & Son remember his grandfather, who worked years ago at the Paper Mill. Ben Rogers, Director of Personnel for many years, says as a young man he knew Pat Conley, Eddie's grandfather, as one of the faithful, reliable employees.



Steady does it!

Are we in earnest about our defense program?
Deadly earnest?

Or are we going to let up every time a piece
of good news comes along?

We can't *afford* to relax!

Don't be fooled by Soviet claims that they
alone are working for peace. It's just a ruse
to throw us off guard. Time and again they've
proved that they don't really mean it. In fact...

The Red dictator and his henchmen under-
stand just one language. That is *strength*.

We're on our way—if we just don't get over-
confident. What we need now is higher pro-
ductivity — improved power machines and
skills to help us turn out more for every
hour we work.

The first job is to produce arms in huge quan-
tities. But we have to supply essential civilian
goods, too. We can't allow needless short-
ages to take prices higher and lower the value
of our dollar.

Everybody is going to be asked for sacrifices.
But they will be smaller and fewer if we
decide to stay with this double
job through thick and thin
until it's licked!

THE BETTER WE PRODUCE THE STRONGER WE GROW

This advertisement was approved by representatives of management, labor and the public.





BIRD
NEPONSET
REVIEW

August
1951

Vol. 39 No. 8



New Bin-Pak Box

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the Question Box

Why is floor covering rolled with the pattern outside while wallpaper is rolled with the pattern inside?

The pattern on the outside enables the purchaser to examine a piece of floor covering easily and select the color and pattern she wants. It would be very difficult to unroll and inspect patterns of floor covering if the material were wound with the pattern on the inside, whereas wallpaper can easily be unrolled and rolled up again. Floor covering is laid loose on the floor and has to be rolled with the pattern on the outside so that it will lie flat without curling on the ends. Wallpaper on the other hand is pasted down, so it would not matter too much which way it was rolled, but by rolling it with the pattern on the inside the outer convolutions are kept clean, away from dust and dirt.

Any intelligent boy can in a short time learn to operate certain machines in this plant and outrank the highest paid papermaker by 25c per hour and do it working days in a clean, dry and comfortable location. How is this possible?

Rates of pay have been set by job evaluation and are as equitable as we can make them. The highest hourly rates on production work at East Walpole are paid for the top jobs on the paper machines. In setting these rates working conditions, skill and all other factors have been taken into consideration. In our Box Shop there are some incentive rates where high earnings can be made after proper training and experience. These jobs are not usually available to new workers but are posted and bid off by regular workers as provided in the Union contract. Rates on these jobs have also been set by job evaluation but because they are incentive rates they do allow high earnings to a man who puts in the extra effort and thereby produces more.

Are there any of the ordinary workers in the company who own shares in Bird & Son, inc.?

About fifty Bird & Son employees below the rank of Junior and Senior Executive own shares of Bird & Son stock.

Why isn't Bird & Son manufacturing wall covering?

In the past Bird & Son has manufactured several different types of wall covering. Since the end of the last war we have given almost continuous con-

(Continued on page 21)

On the Cover

Anne Cavanaugh and Laura Illingworth breaking out Bin-Pak cases and William McGrath operating the Thompson die cutter which scores and creases this new type of case. See story on Page 2.



Vol. 39 No. 8

BIRD NEPONSET REVIEW

August 1951



Published for the employees of Bird & Son, inc. to promote good service, good business, good will

Editorial Office at East Walpole, Mass.

Plant Locations: East Walpole and Norwood, Mass., Phillipsdale, R. I., Chicago, Ill., Shreveport, La. and Glenwood, Ark.



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Courtesy John Hancock Mutual Life Insurance Co.

I. Jones, Prop.

I JONES, Prop., America's small businessman, is the man this country can't do without. John Hancock Mutual Life Insurance Company salutes him in their national advertising for July.

We salute I. Jones, Prop., too. He's the life blood of this business. He is a roofing dealer in Maine, a lumber yard owner in Missouri, a shoe store owner in Manhattan, the owner of a furniture store in Mishawaka, Indiana. We depend on thousands of I. Joneses to place the orders that keep our wheels turning steadily.

He's the man who runs his own show. By his own efforts and ingenuity he operates his lumber yard or his furniture store successfully. Maybe he has two or three good men working for him; maybe he and his son run the business alone. He keeps his own books, does his own hiring, puts in many an evening or weekend checking inventory, redecorating his store window, filling out tax reports and other government forms. But he's doing what he likes to do. He's his own boss. He stands on his own two feet and makes

his own decisions. At the end of the year he balances his accounts. If he has made the right decisions and has given his customers good quality and good service, he usually comes out with a modest profit. Sometimes he has an extra good year. Sometimes he finds himself in the red.

As the John Hancock advertisement concludes:

"He's the man who will cash your check when you run short, or forget to send his bill if you've been sick. He's the man who did business with your father, and the man who will be doing business with your son.

"The textbooks have a dry name for I. Jones, Prop. They call him The Small Businessman. You'll look a long time before you find a bigger man anywhere. Bigger in self-respect. Bigger in usefulness to his neighbors. Bigger in influence on a national way of life that lets any man be his own master."

To this we say Amen. We hope I. Jones, Prop. stays with us forever. We can't afford to lose him.

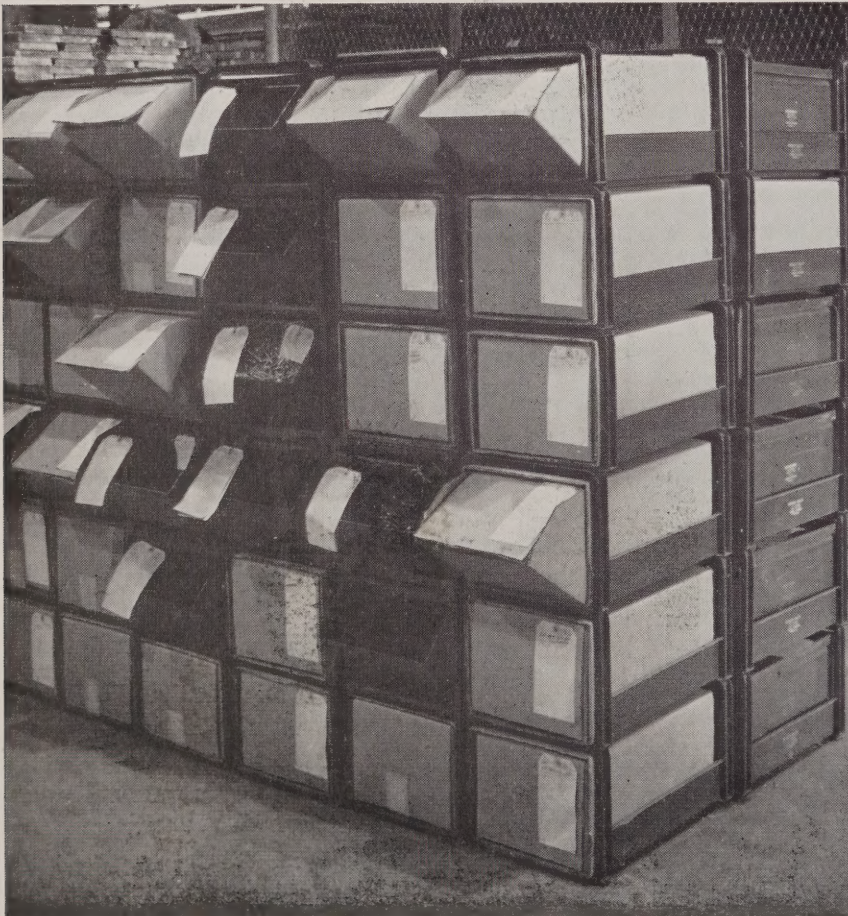
New Bin-Pak Box



Courtesy, General Electric Co.

JOHN E. HINES, G. E.'s stock room methods supervisor at their Pittsfield apparatus plant, who invented Bin-Pak, which is hailed as a solution to many a stock handler's headache. Bird & Son is the exclusive New England manufacturer.

BIN-PAK IN USE. It fits the standard rack and has the added advantage over the metal container of an anti-dust flap.



Courtesy, General Electric Co.

ODD that the story of a box should come out of a company which manufactures electrical equipment. We all know the General Electric Co., and it was at their Pittsfield plant in western Massachusetts that it all started. The box in this story, now named Bin-Pak, was developed by a G.E. employee as a solution to the parts handling problem.

The Inventor

John E. Hines works at the Pittsfield G. E. Apparatus plant — as supervisor of stockroom methods — and was annoyed by the useless work involved in the unpacking of kegs or wooden boxes containing small parts, counting out the hardware, castings or stampings into tote pans, moving these to assembly lines and then depositing

the parts into new pans or bins, and returning the first containers to stockrooms.

Bin-Pak was the solution Mr. Hines finally dreamed up. This cleverly-designed box now bids fair to solve the small parts handling problems of stockroom supervisors and factory methods men. It has already been fully tested in Pittsfield, where it is living up to its inventor's fondest hopes.

Since the General Electric Company is not a box manufacturer, Mr. Hines is patenting the box himself and has arranged for its national marketing by a firm of packaging specialists. Bird & Son has been chosen as the exclusive manufacturer of this new container in New England.

Triple Purpose Box

The Bin-Pak is a triple-purpose box. It is a shipper, a warehouse or stockroom container and a dispenser all in one. The material remains in this box, from original manufacturer through storage to final assembly and never has to be rehandled. Here are some of its advantages:

1. Bin-Pak fits in the standard store-room stack rack or shelving.
2. It has bin front openings which can be used as handy dispensers. These can be shut again whenever necessary.
3. The box is small enough so that it can be picked up and moved easily from stockroom to assembly line with contents still inside. The former kegs or wooden boxes used for shipment of small parts all had to be unloaded into other containers.
4. The shipper's label remains on the Bin-Pak, indicating contents. This feature eliminates the work of tagging containers in the stockroom after kegs were unloaded.
5. The Bin-Pak is made to open at either end. It won't matter which end the stockroom clerk opens first, it will still be the right one, and two workers may use the

same package from opposite sides of a bench.

6. Bin-Pak can be re-used for shipment by the receiver.
7. Eliminates plant investment in stock pans.

Technical Features

Technical features of this box include: (1) a box with a sleeve, which always makes for greater strength and rigidity. This box-within-a-box feature insures Bin-Pak's ability to withstand rough handling, and gives stacking strength. (2) 275-Test, A-Flute corrugated board with cylinder-formed liners.

Bird & Son must sell the Bin-Pak to the vendor of small parts, rather than to the receiver who will use it in his stockroom. However, all buyers of small parts will derive such benefits from the Bin-Pak method that many vendors will find it advantageous to ship in this container as a customer's service. Some vendors, that is, manufacturers of these small parts to which Bin-Pak is particularly suited, like the new container so well that they are also ordering it for their own stockrooms.

Special Meeting

To introduce Bin-Pak to his sales force, L. S. Wright, Sales Manager for the Corrugated and Solid Fibre Box

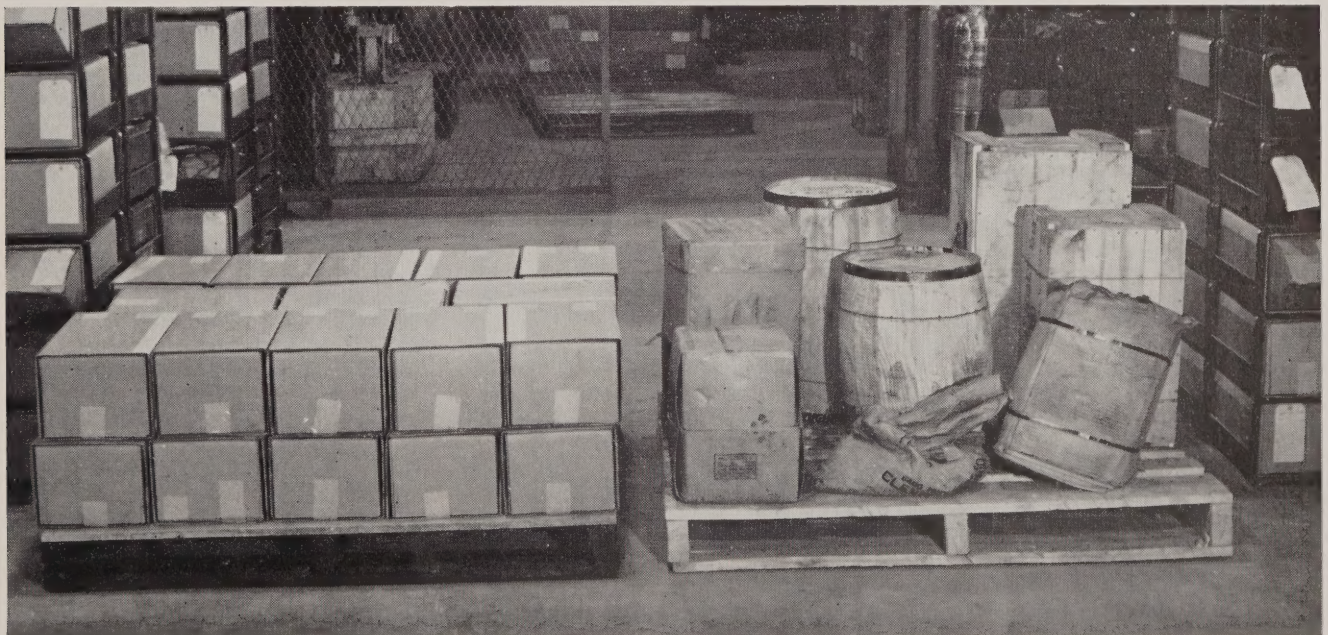
Division, called a special meeting on June 21. E. W. Preston, President of the Gene Preston Associates, packaging specialists who are marketing Bin-Pak, told the story of how a stockroom man devised Bin-Pak as the solution of a tough stockroom problem. Marshall Lee, our packaging engineer, explained the construction of the box, demonstrating how the flat box and sleeve are

set up and put together ready for use. He had samples of all the three standard sizes which Bird & Son is making. Mr. Wright pointed out that New England is a center of manufacturers of small metal and plastic parts used in the electrical and automotive industries. He, therefore, believes there is a market ready for the new, labor-saving Bin-Pak.

(More pictures on page 4)



THROUGH HER HANDS go all orders and correspondence on Bin-Pak. This is Pauline Rafuse, Box Division Sales Correspondent. Miss Rafuse keeps track of Bin-Pak from time of initial order, through manufacture at our No. 1 Box Shop, to final shipment to the customer.



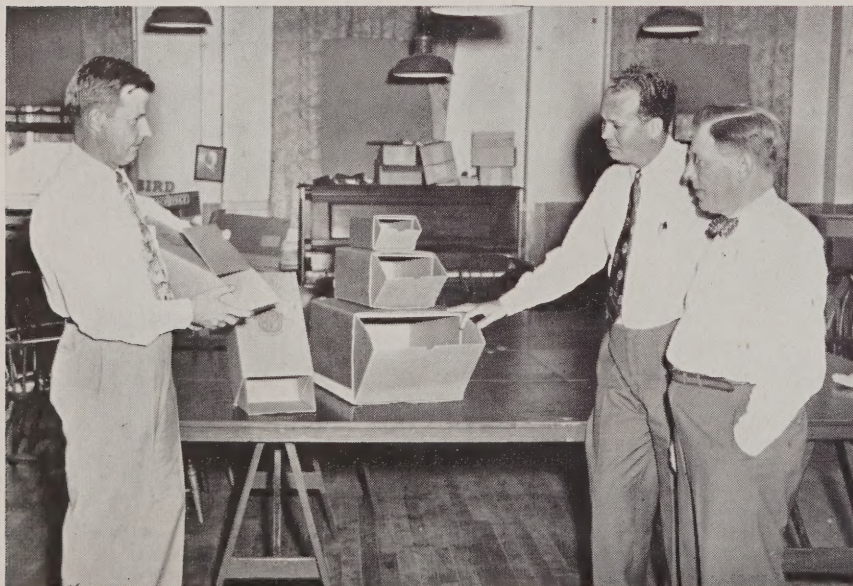
STOCK ROOM at G. E. Pittsfield plant. Even someone not familiar with materials handling problems can see how much easier it must be to handle the small, uniform packages than the odd assortment stacked on the skid at the right.

Courtesy, General Electric Co.



Courtesy, General Electric Co.

THE OLD WAY. With the new Bin-Pak there is no need of moving small parts out of their original container until they come to their final use. Nor do you have to rewrite the label as you must here when the identification on the barrel top is destroyed in unpacking.



INSPECTING BIN-PAK. Left: Gene Preston, packaging specialist in charge of national marketing of the new box. Right: L. S. Wright, Bird & Son Box Division Sales Manager, and Marshall Lee, our Packaging Engineer. To the left of the three stacked bins showing the three sizes is a Bin-Pak standing on end with the dispenser open, showing how it can be set up for assembly line use. Mr. Preston demonstrates the flap over the opening which can be released to cover the dispenser and keep dust out.

Long Service List

WE give below the names of those whose fifth, tenth, fifteenth and twentieth anniversaries fall during the month of September, and of those who complete twenty-five or more years' service during this month.

Name	Year	Dept.	Years
Philip R. Allen	9-15-98	Director	53
John Eppich	9-5-03	Retired	48
Patrick Coughlin	9-10-04	Retired	47
Antonio B. Paduck	9-4-05	Paper Mill	46
Michael Burke	9-22-05	Retired	46
Louise McFarland	9-7-08	Retired	43
John E. Clancy	9-7-09	Finishing Mill	42
Michael Costello	9-26-09	Retired	42
Herbert C. Jepson	9-3-12	Roofing Plant	39
Dominick Triventi	9-5-12	Roofing Plant	39
James Sword	9-9-15	Roofing Plant	36
Roy B. Packard	9-13-15	Roofing Plant	36
William O. Koehler	9-13-15	Office	36
William F. Sline	9-28-15	Retired	36
John J. Burke	9-29-15	General Supt., E. Walpole	36
Gustaf R. Mauritz	9-13-16	Roofing Plant	35
John D. Hurley	9-24-17	Roofing Plant	34
Victor A. Burrell	9-24-17	Paper Mill	34
Mary C. Driscoll	9-3-18	Roofing Plant	33
Joseph M. Caspignano	9-4-18	Retired	33
Ellen Ahlman	9-20-18	Retired	33
James F. Costello	9-23-18	Retired	33
Arthur V. Wilson	9-30-18	Office	33
James Connors	9-8-19	Maintenance	32
Charles L. Miller	9-7-20	Retired	31
Felix Carlson	9-10-20	Roofing Plant	31
James Capaldo	9-14-20	Maintenance	31
Lyman W. Small	9-19-20	Flooring Plant	31
Ernest H. Coleman	9-20-20	Asst. Treasurer	31
Ira C. Goding	9-2-21	Retired	30
Nelson C. Bartlett	9-6-21	Roofing Plant	30
Helen G. Costello	9-6-21	Retired	30
William J. Koch	9-24-21	No. 1 Box Shop	30
Edward J. Sears	9-9-22	Roofing Plant	29
John M. Korsun	9-11-22	Sick & Accident	29
Charles Wisniewski	9-19-22	Paper Mill	29
Louis Lamperti	9-1-23	No. 1 Box Shop	28
Ralph A. Wilkins	9-4-23	Vice Pres., Paper Div.	28
Charles S. Mutch	9-4-23	No. 1 Box Shop	28
Vincent Lestan	9-14-23	No. 1 Box Shop	28
Anthony Ceglaski	9-17-23	Retired	28
John N. DeCosta	9-24-23	Finishing Mill	28
Anton Skinnari	9-27-23	Flooring Plant	28
Peter Taggart	9-8-24	Retired	27
Walter E. Downs	9-11-24	Maintenance	27
Everett R. Tripp	9-18-24	Flooring Plant	27
Salvatore Purpura	9-18-24	Retired	27
Claude T. Smith	9-20-24	No. 1 Box Shop	27
Hilton H. Taggart	9-20-24	Flooring Plant	27
Samuel DiFlaminio	9-22-24	Roofing Plant	27
Arthur E. Doderer	9-24-24	Paper Mill	27
R. Warren Graffam	9-29-24	Flooring Sales	27
Warren Dyer	9-4-25	Flooring Plant	26
Sabina R. Costello	9-8-25	Office	26
Katherine E. Roe	9-21-25	Office	26
Mary E. Bannon	9-21-25	Office	26
John J. Keefe	9-24-25	Maintenance	26
Richard T. Seavey	9-28-25	Flooring Plant	26
Chester H. Porter	9-1-26	Office	25
Frank Davidauskis	9-1-26	Flooring Plant	25
Carl R. Hamilton	9-10-26	Flooring Plant	25
Roy L. Young	9-13-26	Flooring Plant	25
Charles H. Grover, Jr.	9-17-26	Maintenance	25
Leo J. Clarkin	9-20-26	Flooring Plant	25
Nicola Calderone	9-26-26	Retired	25
Robert E. Fullerton	9-4-36	Flooring Plant	15
John Woloshyn	9-11-36	Flooring Plant	15
Francis A. Nevins	9-14-36	Flooring Plant	15
Helge E. Ostrom	9-15-36	Paper Mill	15
Bruce M. Grindle	9-21-36	Flooring Plant	15
Wesley F. Pierce	9-22-36	Flooring Plant	15
Phyllis M. Lindsay	9-3-41	Office	10
William F. Fermano	9-5-41	Paper Mill	10
James F. Mulkern	9-8-41	Roofing Plant	10
Gordon P. Seabury	9-10-41	Roofing Plant	10
Andrew Kaminskas	9-3-46	Roofing Plant	5
Agnes C. Foley	9-4-46	No. 1 Box Shop	5
Joseph D. Kelley	9-5-46	No. 2 Box Shop	5
Lawrence M. Griffin	9-9-46	No. 1 Box Shop	5
Joseph J. Savino	9-9-46	Roofing Plant	5
William V. Fahey	9-11-46	No. 1 Box Shop	5
Edward J. Feeney	9-11-46	Flooring Plant	5
Warren M. Silvernail	9-12-46	No. 1 Box Shop	5
Frederick A. Phelps	9-16-46	Roofing Plant	5
Eleanor M. Garland	9-16-46	Office	5

(Continued on page 5, col. 3)



SHREVEPORT'S FIRST Quarter Century man. These are the folks who gathered to honor B. P. Soward, Shreveport Superintendent, at his 25th anniversary party. Seated front row: Robert Wilson, Joycelyn Wilson, Marie Hanley, Creighton Hill, Gertrude Salter, Jack Cooper, N. H. McNeill, G. D. Davidson, Vivian Wilson, Wilton Guice, Kavut Loe and D. L. Oliver, Jr. Second row seated: Grace Fuller, Lucille McMurtry,

W. C. Ahlgren, L. L. Williams, B. P. Soward, A. W. Miller, Willie Smith, William Winkler. Standing: Ollie Sherburne, D. P. Nance, Edwin Sompayrac, C. B. Wilde, Juanetz Bruce, Frank Markham, Ann Eddy, Fred May, Gladys Bryan, R. F. Jenkins, R. N. Potter, Cephas Myers, Phil Johnson, A. C. Sheppard and Oscar Lambine.

Quarter Century Mark Reached by B. P. Soward

Thirty-Five Attend Shreveport Party

A WARM and heartfelt tribute was paid collectively by the office force and foremen to B. P. Soward, Superintendent of the Shreveport Plant, on the occasion of his 25th anniversary with Bird & Son and Berry Asphalt Company. A dinner at which L. L. Williams, Southwestern Division Manager, acted as master of ceremonies, was held in honor of Mr. Soward at Southern Kitchen, Bossier City on Friday evening, July 13.

Wesley C. Ahlgren, Secretary and Treasurer of the company, was present in a dual role as representative of President Anderson and because of the active part Mr. Ahlgren played in opening the Shreveport roofing plant in 1937.* He presented Mr. Soward with his scroll as a qualified member of the Quarter Century Club together with the gold membership pin.

Mr. Ahlgren congratulated Bernie on the splendid job he has done, first as Office Manager and later as Superintendent of the Shreveport and Glenwood plants. To these assignments has re-

cently been added the post of Superintendent of the Shreveport felt mill which was opened in November 1949.

Mr. Williams, speaking in behalf of the employees at the dinner, presented Bernie with a self-winding wrist watch and a travelling case. Mr. Soward's acceptance noted the fact that since Mrs. Soward and he were leaving the next day for Canada on a three weeks' vacation trip, the luggage was nicely timed.

Mr. Williams went on to tell Bernie of the high esteem in which he is held by employees in the Shreveport and Glenwood plants.

Creighton Hill, Director of Personnel, explained that he had originally been misled by Bernie's youthful expression and dimple into challenging him to a friendly game of gin rummy. "He plays cards with all the innocence of a hooded cobra," was Mr. Hill's brief but revelatory comment.

*Mr. Ahlgren's account of the establishment of the Shreveport roofing plant and his early association with Mr. Soward is so interesting that we are publishing a portion of his remarks in our next issue. Lack of space prevents presenting the article this month.

Long Service List

(Concluded)

A. Florence MacDonald	9-23-46	Office	5
Gerard M. Tohosky	9-30-46	No. 1 Box Shop	5

PHILLIPSDALE

Frank L. Reed	9-30-12	Plant	39
Manuel Oliver	9-30-24	Plant	27
Alfred L. Hammond	9-4-41	Plant	10
Joseph A. Marrier	9-11-41	Plant	10

CHICAGO

Edward J. Moore	9-14-25	Plant	26
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SHREVEPORT

Cyril B. Wilde	9-9-46	Office	5
Malvin A. Barnette	9-17-46	Felt Mill	5
Willard Patrick	9-24-46	Roofing Plant	5
Henry E. Bamburg	9-25-46	Roofing Plant	5

BERRY ASPHALT COMPANY

Ira Weems	9-9-31	Waterloo	20
Pearle B. McGuffin	9-29-36	Waterloo	15

For Old Timers Only

Bay State Street Railway Schedule:

Effective immediately the cars will leave East Walpole as follows:

1st car 5:04 p.m.
2nd " 5:06 p.m.
3rd " 5:10 p.m.

(These cars heretofore were supposed to have left at 5:03, 5:05, 5:07).

The latter car will end its run at the Westwood Car Barn. This should meet the requirements of our employees traveling from East Walpole Bostonward.

Norfolk & Bristol Railway Schedule:

East Walpole to Walpole and South Walpole 5:04 p.m. Any employee finding that this schedule is not maintained please report to the Labor Bureau.

— Bird Neponset Review, April, 1919

The Water's Fine!

LAST fall Joe Nevins, who is a Review reporter at the Norwood Roofing Plant, told us about the swimming pool. We were more interested then in digging out the old red flannels, so to speak, than in thinking of the pleasures of outdoor bathing.

It's August now and don't you wish you had a swimming pool in your back yard? Here's the way Joe and Francis Nevins, also of Roofing, and Roger Fitzgerald built theirs out of Bird 65 lb. paroid roofing.

The pool is up at brother-in-law

Roger's house on Coney Street in East Walpole. Roger has a good-sized yard, a corner lot. It needed to be, for the pool measures 55 feet long by 30 feet wide. The earth was bulldozed out at one end so that it is six feet deep, though it is shallow enough for little tots at the other end. The fellows built it on two sides of a hill and used 200 tons of fill to make the third bank.

Roll Roofing Used

Joe says it was Fitzgerald's idea. Then they read directions somewhere in a magazine. Out West when he was in the service, Joe saw pools lined with slate. The new wrinkle in this pool is the use of smooth surface roofing. After the bulldozer did its job in the fall of '49 they let the hole settle all winter. Then come warmer weather a year ago they went to work. It took Joe and Franny and Roger six Sundays from early morning to late at night to put down the roll roofing.

They laid the strips criss-cross. The first strips went lengthwise, for instance. Then the next layer was laid across that at right angles, followed by the third layer going the same way as layer No. 1. The whole thing was done over with a coat of aluminum paint. Aluminum was chosen so that it would reflect heat.

We don't have any figures on how much it would cost to have an outsider build a pool like this in the back yard. Joe estimates the total cost to them was about \$400, which included the materials and hiring the bulldozer and buying the fill.

Now the pool is in its second season. There is a string of colored floats across the pool to keep the children in their own depth. And on a warm day or evening if you hear happy laughter and the sound of splashing water as you drive by on Coney Street, you'll know it's the Nevinses and the Fitzgeralds and all the neighbors' kids having a wonderful time in the swimming pool.



FOUR HUNDRED DOLLARS and some good hard work was what it cost to build this swimming pool. The three men who did it are here enjoying the fruits of their labors: Francis Nevins, Joseph Nevins and Roger Fitzgerald.

Here's How It Was Done!



STRIPS OF BIRD 65-LB. PAROID ROOFING in three layers line this swimming pool, shown under construction a year ago this spring. Joe Nevins, one of its three builders, says it takes 18 to 20 thousand gallons of water to fill it.

Key Won't Sink

Attach your boat lock key or outboard motor lock key to a piece of cork, and it won't sink if you happen to drop it in the water. It will also be easier to find if you happen to lose it. A wire is fastened to the key and run through the cork; the end of the wire is then turned back. The key folds flat at side of cork.



HONORING VICE PRESIDENT E. L. CHAMBERLAIN on his 35th anniversary with Bird & Son is this gathering of his associates at a well-known South Shore eating place. Seated, left to right: Rogers Weed, W. W. Wilson, the Guest of Honor, A. H. Anderson, H. E. Sawyer, Jr., W. C. Ahlgren, L. L. Williams, J. D. Johnston, A. M. Dobbins, H. F. Davis, C. A. Sumner and D. E. Frazier.

Standing: F. P. Reynolds, C. L. Walton, G. E. Smith, B. D. Rogers, W. L. Watkins, S. H. Sallie, J. H. Van Hoy, W. R. Wright, Jr., P. I. Knight, Creighton Hill, Daniel Adams, H. S. Hanna, W. P. Walker, Joseph Erker, Jr., R. L. Tupper, P. C. Johnson, W. H. Anderson, E. H. Coleman, R. F. Jenkins, J. C. Rambeau and R. M. Wight.

Vice President Chamberlain Observes 35th

THIRTY-FIFTH anniversaries aren't too common even in Bird & Son where many people have long service records, and a thirty-fifth anniversary for a Vice President is really an occasion. Eli L. Chamberlain, Vice President of the Building Materials Division, reached his thirty-fifth anniversary on July 31. A party in his honor at Kimball's in Cohasset turned out to be a very pleasant occasion indeed.

More than thirty friends and associates gathered that evening for a lobster dinner. Present were members of the Administrative Committee, top executives from all divisions of Bird & Son and members of the Building Materials Division. Quite by coincidence a three-day session of Building Materials Division Sales Managers coincided with the anniversary date. Eight representatives from the Western and Southwestern Divisions were here to attend the dinner and add their congratulations.

President Anderson spoke in glowing terms of Mr. Chamberlain's long service and exceptional abilities. On behalf of the Administrative Committee he presented him with a wind indicator—a wall instrument which is tied in electrically with an instrument on the roof of the house and which flashes on its panels the direction in which the wind is blowing. Henry Davis, speaking for the other guests present, offered

their hearty congratulations and presented the guest of honor with a Sheaffer pen and pencil desk set. Informal greetings and tributes then followed from nearly a dozen different individuals around the table.

Highlights were comments from Russell Tupper and George Smith who worked with Mr. Chamberlain in the early days. Mr. Tupper, in fact, was Mr. Chamberlain's first boss when they both worked in the Planning Department under A. H. Russell. George Smith recalled the day that Mr. Chamberlain left for service in World War I. As he walked out the door Mr. Russell turned to George and said, "Mr. Smith, Mr. Chamberlain will go a long way."

Others who spoke briefly included Flooring Division Vice President H. E. Sawyer, Jr., Treasurer W. C. Ahlgren, F. P. Reynolds, Director of Research, former Director of Personnel B. D. Rogers, and members of the Building Materials Division—W. W. Wilson, L. L. Williams, J. H. Van Hoy, Rogers Weed and W. R. Wright.

Mr. Chamberlain was obviously much pleased and responded with appropriate remarks. In talking about his Bird & Son service after the party, he recalled that one of his first assignments was as Production Clerk for the entire Bird & Son organization. All production records for East Walpole,

Norwood, Phillipsdale, Chicago and the Canadian Plant of Building Products Ltd. were kept on a few cards which occupied only a section of one desk drawer.

Those present at the anniversary party included A. H. Anderson, W. C. Ahlgren, Creighton Hill, H. E. Sawyer, Jr., F. P. Reynolds, H. S. Hanna, W. W. Wilson, L. L. Williams, A. M. Dobbins, R. F. Jenkins, P. C. Johnson, J. D. Johnston, H. F. Davis, Rogers Weed, W. P. Walker, C. A. Sumner, W. L. Watkins, D. O. Adams, W. R. Wright, S. H. Sallie, D. E. Frazier, C. L. Walton, B. D. Rogers, R. L. Tupper, G. E. Smith, R. M. Wight, P. F. Knight, Warren Anderson, J. C. Rambeau, Joseph Erker and E. H. Coleman.

Men's Golf

JUST to keep the record straight, we now report the final standings for the first half of the men's league play, which was completed in June:

Team	Won	Lost
Capt. Pudsey	59½	48½
Capt. Price	57½	50½
Capt. Baranowski	55	53
Capt. Woloshyn	44	64

Progress in Waste Program

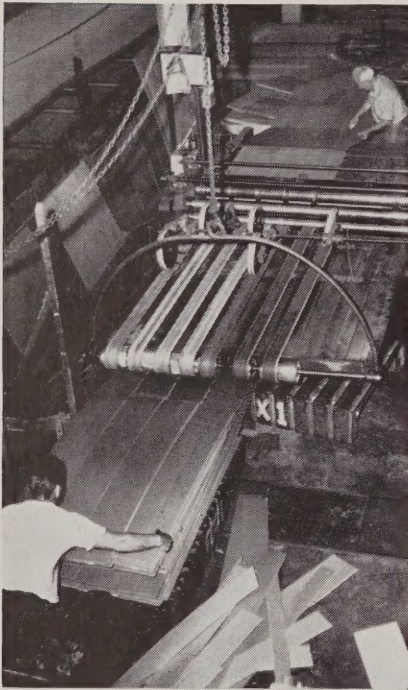
HERE'S the first report on the East Walpole Waste Campaign started last winter. Progress is good but there is more to be done.

Compared with nine months' figures in 1950 before the campaign started, the six months' figures December through May show that:

Solid Fibre waste has been reduced by 8.8%

Corrugated waste has been reduced by 5.0%

Shoe Carton waste has been reduced by 1.4%



Waste, like taxes, is always with us, but unlike taxes, which always seem to increase, waste can be controlled and reduced by our own efforts. That is just what has happened in this six months' war. Engineer George Dusty under the direction of Howard Whitney, Assistant to Vice-President Wilkins, has been making detailed studies of the Combiner Room and Corrugated Finishing Department of No. 1 Box Shop. Other operations at No. 1 and No. 2 Box Shops are on the list for similar studies as soon as time permits. Cooperation of the foremen and union stewards has been an important factor in discovering causes of waste and working out the methods of reducing it.

SALVAGING corrugated and solid fibre junk stock for pads and partitions. Leo Ciancarelli and John Sawkiewicz operate the slitter which cuts up odd pieces of stock that would otherwise go back to the beaters. This saves waste and also cuts down the use of A stock for these pads and partitions.

Side trim has accounted for 37% of the total waste in solid fibre alone. The only way to lick this problem is for everyone, superintendents, foremen, scheduling departments and machine operators, to watch for new ways to run each product so that as far as possible the full width of the combined board is used except for a two-inch trim. The difference between a 2" trim and a 9" trim may mean many thousands of dollars annually.

Shingle Finish

Take Shingle Finish, for instance. Paper for this is made on No. 5 Machine 112" wide. Formerly this went to the Combiner and was combined at that width and then slit to either 93" or 101 $\frac{5}{8}$ ". The difference between these two widths and 112" became side trim waste. Now, when 93" Shingle Finish is wanted, a 95" roll is slit at the paper machine and when the larger size is wanted a 103" roll is made. Thus when the shingle finish is manufactured at the solid fibre machine there are only 2" of trim to be thrown back to the beaters instead of 10" to 19". The rest of the paper slit from the 112" sheet at the paper machine is wound into a separate roll and used as tube paper.

At the corrugated combiner we have always saved waste and put it through a slitter to make partitions and liners for containers. Salvage of this waste has been watched more carefully in the last six months. Every piece of any size at all is now salvaged this way, thereby not only cutting down the waste but reducing the amount of A stock used for partitions and liners.

Too much waste is still caused by curled stock due to faulty production at the paper machines. Management is working hard to lick this problem.

New Machine

Some stock from No. 2 Paper Machine has been unusable for corrugated or shoe carton stock because of grease spots coming from asphalt, wax and other grease in the mixed waste papers. To correct this Bird & Son has purchased and will soon install a very expensive asphalt dispersing machine. This will take the stock from the Breaker Beater, disperse the asphalt



WASTE at the Corrugated Finishing Department soon to be bundled up and sent back to the beaters. In the pile are short sheets, uncombined board, sheets with imperfect printing, sheets not cut squarely and sheets with paper defects, as well as the waste that always comes when splices are made. All these items are controllable and the more closely they are controlled the better the production figures will look.



PAPER MACHINE TRIM, bad blanks, chips and box shop trim make a mountain of waste at No. 5 Broke Beater. The paper is reused, yes, but the cost of making it, combining the box-board and printing the blanks is all lost.



NEARLY \$25.00 WORTH of damage has been caused to this roll by careless handling. All of those outer convolutions will have to be cut away and put into the beaters as waste instead of into production of shoe carton blanks.

and grease, and thus deliver a clear stock to the paper machine. Although the machine cost thousands of dollars it is expected to pay for itself in a few years by the savings that will result.

As the waste program moves into its next six months, intensive studies will be made in other departments of No. 1 Box Shop not yet covered and also at No. 2 Box Shop. Meetings will be held once a week, each week with a different department, to study their own problems and work out the solutions.

Bird Executive on Maine Board

VICE PRESIDENT RALPH A. WILKINS is a member of the Executive Committee of the newly founded University of Maine Pulp & Paper Foundation. He has also been named Chairman of the Foundation Finance Committee. This foundation was formed in 1949:

1. To interest more students in

studying chemical engineering or chemistry and to select the Pulp and Paper Course.

2. To provide financial assistance for these students.

3. To offer a curriculum of advanced study.

4. To encourage promising students to elect a 5-year course, emphasizing Operational Management.

5. To augment the staff in Pulp and Paper at the University of Maine with highly qualified personnel.

6. To advance fundamental and applied research in the field of Pulp and Paper.

Mr. Wilkins is a University of Maine graduate, Class of 1919, and taught Paper Making at the University in 1922 and 1923 just prior to coming to Bird & Son.

July Awards

IN July four men won the additional award of \$10.00 for having had five accepted suggestions and two others received \$10.00 awards for suggestions that saved money.

The two awards for money saving ideas went to Malcolm MacDonald, Norwood Roofing, and James Teutsch, Shreveport Felt Mill. The four other additional award winners were Julius Aukstolis and Francis Campisano, Norwood Roofing Plant, and Richard Ferris and Vernon Stromberg, Phillipsdale.

Phillipsdale

Richard J. Ferris	DPI	\$15.00
Vernon Stromberg	DPX	15.00

Norwood Roofing

Julius Aukstolis	FBPM1	\$15.00
Philip Black	FBPM9	5.00
Francis Campisano	FBN	15.00
Malcolm MacDonald	FBM	10.00
William Rideout, Jr.	PBL	5.00
Charles Solbo	FBPM1	5.00
Frank Troiano	FBI	5.00

Norwood Flooring

William Jennette	FFG	\$5.00
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Shreveport

Harvey Bryant	FSM	\$5.00
Elbert Snelgrove	DSPM1	5.00
James D. Teutsch	DSPM	10.00

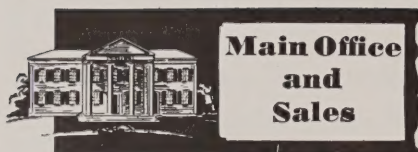
Chicago

Harry S. Hill	FCEPM6	\$5.00
Clemens Reithofer	FCM	5.00
Frances Syring	CEW	5.00

East Walpole Office

R. J. Case	RC	\$5.00
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Milling Around



JULIA SMITH
SABINA COSTELLO
LOUISA GRAHAM
RAYMOND CASE
PAT McDONALD

DOROTHY McEENEY
JULIA LEWIS
WILLIAM GRAZADO
MARY McDONOUGH

So-You-Think-You're-Badly-Off Department. Listen to this, says Reporter Ray Case, as he sends in a quote from Business Week. "Recently, the New Hampshire State Division of Employment Security posted notices for men and women employees: 'Men will wear ties, buttoned collars, and long pants, without exception; suit coats optional; rolled or short sleeves optional; shirt tails in. For ladies, backless, haltered, or strapless models are, regretfully, ruled out; likewise shorts; stockings or reasonable facsimiles will cover the legs; shirt tails in. No bare feet.'"

Dorothy Gahagan and husband traveled to New York City for a few days.

Agnes Hefferan spent two weeks at Nantucket Island.

Hannah Flavin was also on cool Nantucket for a week.

A recent visitor at the Main Office, a Mrs. Spilman of Newton, made the interesting comment that her father-in-law, who lived in the Midwest back in 1870, '80 and '90, used Bird products. He was a builder in Edwardsville, Illinois.

Welcomed to the Shoe Carton Sales Division is Thomas R. Clarke, who has transferred from Flooring Shipping. He has been working for Bird & Son for nearly ten years, with interruptions for service during the war and more recently for attending Boston University, from which he graduated this June.

A recent visitor here from Honolulu, Hawaii, was Mrs. Nona Minami, a cousin of Mattie McLaughlan. Mrs. Minami, who is a teacher of commercial subjects, was very much impressed with the demonstration of the IBM equipment as it is used in our Accounting Division.

Accounting for Accounting Department vacationers, we find: Wallace Duncan to Connecticut, Sophie Flynn on day trips, Eleanor Shea to Hampton Beach, Peg Delaney to Harwichport, Edith Dion on day trips, Phyllis Lindsay specializing on Red Sox games, and Dick Pudsey to Ossipee, New Hampshire. Connie Blake was back at Pemaquid Beach, Maine, again, and Blanche Libertowicz went to Vermont.

Mary Ellen Rooks of the Cost Department is busy filling her hope chest which she received as a birthday gift from Franklin B. Hignett, who formerly worked here. Frank is now an assistant sales manager at the Hotel Statler, Boston.

Proud bass fishermen usually give samples to their friends to celebrate the big



THE NEFONSET CHORAL SOCIETY ate yards of hotdogs, pounds of salad, got smoke in their eyes and generally had a rousing good time on their June supper picnic at the Skridsko cabin in Walpole. For entertainment after chow they all gathered round and sang — of course. From the left are: Arthur Platt, George Dusty with Ruth Clark reaching over his shoulder, Myrtle Cobb and Anna Ippoliti in front of the fire. Then, Harriet Dusty standing, Kay Paonessa, Edythe McMullin and Rose Gallazzi.

catch. If they buy a striper in order not to come home empty-handed, do they still give it away? Ace fisherman Helen Goetz can probably tell you what is protocol in this case.

Among those vacationing outside our New England Vacationland were: Tom Grady, to traditionally smoky Pittsburgh; Alba Paquette to the Nation's Capital; Yvonne Eckhardt to Rochester, New York; and Jean Patterson, who flew to Little Rock, Arkansas, where she visited her grandparents and spent some time fishing.

The Billing Department gals have been very active socially, what with a trip to Nantasket, dinner at Hugo's and a weenie roast at Fran Fulton's summer estate.

Granite State vacationers were: Dick Phipps; Mary McDonough, to Hampton Beach; Ruth Wilson to Warner and Herb Schaier to Ossipee.

Christine Byrne has been very left-handed of late, showing that beautiful new diamond. The lucky fellow is Alvin Nix of Framingham. He is with the Naval Reserve, stationed in Washington, D. C.

A nice, long letter came to us from Pfc. Harold T. LeBlanc, formerly of Cost. He is with the 578th Engineers in Japan.

Helen Makarevich and Julie Kucab report a wonderful time at Happy Acres in Middlefield, Connecticut, where there is riding, swimming, shuffleboard and just about everything you can think of.

We welcome Janet Meeker, who has come to work in the Mail Room.

Recently announced by her parents is the engagement of Irene Sullivan of the Treasurer's Department to Irving Smith. Irene's fiancé is a brother of Anne Smith of Box Sales and of Review correspondent Gus Smith of No. 2 Box Shop.

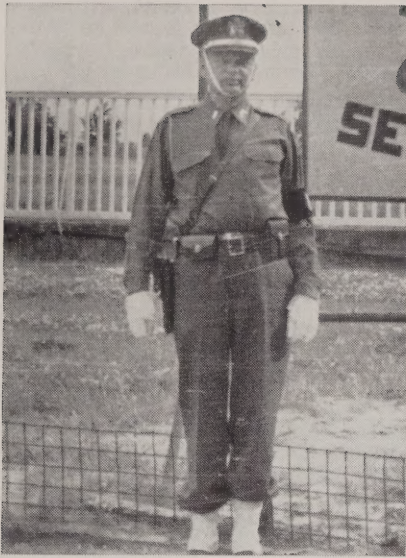
Chet Andrews dropped in the other day on a brief visit to Walpole from his summer place near Boothbay Harbor, Maine. He commented that thick fog was holding up the tuna fishing when he left that morning — and us with our vacation all over 'til another year!

Welcomed at East Walpole for a meeting of the Building Materials Division were the following: W. W. Wilson, Western Division Manager; L. L. Williams, Southwestern Division Manager; Sales Managers J. D. Johnston (Eastern), J. H. VanHoy (Southern), P. C. Johnson (Central), A. M. Dobbins (Western), R. F. Jenkins (Southwestern); and Chicago Plant Superintendent D. E. Frazier.

Down the Cape way were: Marianne Massino, Patty King, Mary Nicastro, and Jean Cronin at Falmouth; Alice Homes at Swift's Beach; Catherine Dowdie at Dennisport; and Ruth Perkins, just this side near Manomet.

Claire Ste. Marie took a motor trip to Eastern Township, near Montreal.

Mary Stone Nevins spent part of her vacation entertaining her brother, Peter Stone and family from Richmond, Virginia. Mary stopped in one afternoon with her four-year-old niece, Anne Curtis Stone, who always pays Stenographic girls a visit and



FIRST LIEUT. JOHN BANDONIS, who is with the Military Police overseas. This picture was taken just outside the city of Mannheim, Germany.

charms everyone who listens to her talk. They can't get over the fact that a four-year-old child from Virgin-yah has such a wonderful Southern accent.

In a shuffle of desk spaces in the Personnel Department, Al Smith has moved his office to the Credit Union, where the office has been completely changed around. Elizabeth Gleichauf is now on Ext. 276 opposite Merle Belcher and Eleanor Garland is on line 321, in Frank Eisenhauer's office.

A surprise bridal shower was held in honor of Jean Reid on July 18 at the home of Evelyn Thomas in Norwood. The bride-to-be received an orchid corsage and many lovely gifts. Jean set the date of her wedding to Albert J. Franklin, Jr. of the Roofing Shipping Department for August 19.



THOMAS FLOOD	PETER GLEBUS
EDWARD GERAGHTY	CHESTER AMBRUSKEVICH
FRANK NYBORN	CAROLYN DELANEY
EDWARD WISNIEWSKI	NINETTE PETRONI
EDWARD POWER	ELNA GOTTBURG

Veder "Les" Norton, who was home on leave from the Navy, visited us at work. You certainly looked good, Les.

We had a card from Aldo Savi last month from Sampson Air Force Base, Geneva, New York.

Sympathy is extended to the family of the late Mrs. George Ramage, the former Janey Heaver, who passed away at her home in Pawtucket, Rhode Island, after a lingering illness. Mrs. Ramage formerly worked here.

Congratulations to John Wilkes, who completes forty-three years of service with Bird & Son.

Ed Jankowski and Bill Dickinson are newcomers compared with John, though they have themselves just passed the five-year mark.

Sorry that Everett Brennan and Salvatore Marinelli are still out sick. Hope to have them back to work with us soon.

Matt Naughton and son Dennis spent their vacations working on a new cottage at Falmouth.

Ed Wisniewski was the Norwood Elks' delegate to attend the Elks' convention in Chicago. Nothing like the Big City! From there he and his wife took a cruise up the St. Lawrence through Montreal, Quebec and the Saguenay River.

Donald Brennan and William Swinner-ton took automobile trips to Prince Edward Island. Alec McDonald and wife went there too.

White Island Shores was the vacation spot for James Barnes and family.

William Wessell lost a big fish off Harwichport banks. Robert McLaughlan can verify it by showing a broken line.

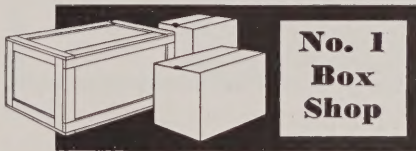
The girls in the Mill Office have been vacationing, one by one. Gladys Eisenhauer and Safety Engineer husband went to Maine, near Old Orchard, early in the summer. Carolyn Delaney was at Harwichport and Jean Piezonka at Falmouth, while Jenney Wasilunas and Nellie Coughlin took day trips.

Mill Messenger Jerry Rignonesse went touring with the boys down around the Cape.

Skipper O'Rourke got his share of salt and sun, sailing off Hyannis.

Herman Barker took in both beach and ball parks during his vacation.

Howard Whitney spent some time on his farm in Richmond, New Hampshire.



JOHN P. WALSH	CATHERINE BELLEW
RAMONA CHICOINE	EDWARD PADUCK
KENNETH HOUGHTON	

Congratulations are in order. Charlotte Oakes has a beautiful diamond. Best of luck, Oaksie.

Jennie Mike and Angie Purpura, back from the wide open spaces of Texas, reported a fine trip. They visited Fort Worth, Dallas and Grand Prairie.

Eddie Cisternelli is back on the job with us after a short leave of absence in the service.

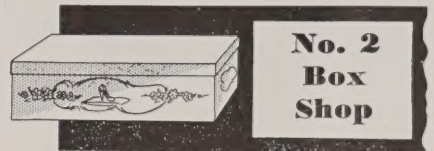
Charles Farren, Clerk in the Office, has gone back into the service. He was a first lieutenant in the Army Air Force during World War II.

Louis Fuller has moved from the Town of Walpole and taken up residence on Ames Street, Sharon.

Bob Groh is welcomed as new Clerk in the Office.

Ralph Watson and his wife enjoyed the fishing while vacationing at Lake Marana-cook, Maine.

Romeo Valerio, with his wife and children, went to Hampton Beach for their vacation.



BARBARA COYNE	JOHN MCGRATH
A. D. SMITH	MARTIN J. SAULEN

George Docar is a grandfather again.

We wish Melvin Doucette a lot of luck on his new job at the Norwood Press.

Joe Smelstor has been working as Temporary Night Supervisor.

Mary Cofsky spent her vacation at Hyannis.

Hokus Heikkila spent two weeks in Maine. He says the blueberries there are so big this year it takes only one to fill a basket. Where are the samples, Hokus?

Bob Patterson's mare had a colt recently.

Martin Saulen and family spent his two weeks at West Dennis on Cape Cod. Incidentally, Minty is responsible for a lot of these notes. In case you didn't know it, he is a new Review reporter. Welcome!

Charles Ricker spent his vacation in Springhill, Nova Scotia, visiting his mother.

Roy Fulton also was Down East in Nova Scotia.

Acknowledgments

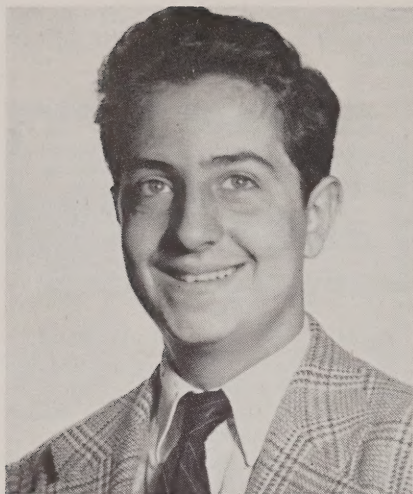
The family of the late Edmund F. Murphy acknowledges with deep gratitude your kind expression of sympathy.

To thank you for your kindness and sympathy at a time when it was deeply appreciated.

Mrs. Frederick Feaver and Family



WIDE OPEN SPACES of Texas called Angela Purpura and Jennie Mike of No. 1 Box Shop this summer. This picture was taken in Dallas.



JOSEPH FAMELI, Norwood Roofing Plant, is rightly proud of his son, Frank, who graduated from Brockton High School this June and immediately joined the Army Air Force. Frank is now stationed at Geneva, N. Y., for basic training.

John Waltonen enjoyed a two-week vacation at Standish, Michigan. John had a nice visit with his son-in-law. He said he was surprised at the number of women driving tractors on the farms.

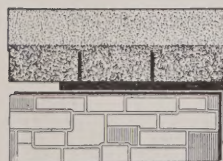
Margaret Kaski and her husband vacationed at Milwaukee, Wisconsin.

If another deferment is not forthcoming, Joe Foley was due to join Uncle Sam's Army on August 9.

"It is very difficult to enjoy your vacation when you have rheumatism in your arms," says Orazio Carchedi.

Leo Sears is a student at Roberts Technical Training School in Boston. He just hopes his car holds up until the term is over so he can apply his knowledge to it.

Leo Levitre is painting his father-in-law's windows. He is getting some paint on the trim, sash and shingles — which is what he set out to do in the first place.



Norwood Roofing Plant

ARTHUR McKENNA	ROGER PERCY
LEONARD WEAVER	JOHN FOLAN
LOUIS SILVESTRI	VICTOR NARCISO
JOSEPH NEVINS	JAMES MURRAY
JOHN HUTCHINS	WILLIAM STEWART

Janet Haste of the Roofing Lab returned from her Falmouth vacation with freckles on top of her freckles.

Two Shipping men have started the construction of new homes and at this writing they have both completed the foundations. John Stupak's new house is being built on Morse Street in Norwood, while Russell Mattson has started his on Gould Avenue, East Walpole.

Karlis Vitinsh, who not too long ago was a DP from Latvia, was certainly surprised when he celebrated his 50th birthday and had his father as a guest. His father just arrived in this country in time for the birthday.

Waino Korpela has been busy both on week-ends and on vacation building a summer cottage at the Cape.

Lab vacations: Ed Jones and family at Swift's Beach; Len Weaver et al at Lake Conway, N. H. No mountain scenes in infrared this year. Uncle Sam has taken over all the film.

John Lukko finally decided that Upton was too far to commute from and his nine-year search for a house in this locality was rewarded. After the first of August, we expect him to be residing on his new estate on Walpole Street, Norwood.

Phil Holden is now driving a 1946 Pontiac Eight in a Bird shingle color — two-tone green. Phil's old Chevvy is still in the Shipping Department. Bill Fitzgerald is the new owner.

After living for years in the shadow of the Mill Yard, Bert Bamford has moved from Water Street to East Street, East Walpole. Have to get up a little bit earlier now, Bert.

Francis Lane, the last we heard, was at Sampson AFB, New York.

John Colaneri, the sly dog, became a bridegroom July 5, and nearly got away with it without telling anyone. However, the Lab found out about it in time to provide him and his bride, the former Bertha French of Sharon, with a starter set of dinnerware. They spent a brief honeymoon on the Cape and will reside in Sharon.



Norwood Flooring Plant

BRUCE GRINDLE	DOROTHY HAWES
JAMES CONNOLLY	SIDNEY DEYOUNG
CHARLES COBB	FRANK KARSHIS
ROBERT TAYLOR	STEPHEN WOSNIAK
WILLIAM CHERRY	LEO PADDUCK
S. F. CAVANAUGH	

A letter has just come in from Charlie Mills, former worker at Flooring Finishing, who was recalled to duty with the Navy last October. Charlie has seen a lot of the world since then. A recent cruise took him to Edinburgh, Scotland, to Lisbon, Portugal, and to Cuba. After a week in Norfolk, Virginia, they will be cruising again in Atlantic waters and then back to Norfolk for repairs. What will happen after that is still a big question mark, Charlie says. He received copies of the Review at Lisbon and Cuba. He writes — "It is very nice to receive the Review and read about what the people I worked with are doing . . . I hope that all is well at Bird's and that all my friends are well. Also, I hope to return there in the not too distant future as this sea duty is all right but I much prefer Flooring Finishing."

Bob Justis, Flooring Shipping Foreman, spent a week at "Shawnee on the Dela-

ware." This is a little island in the middle of the Delaware River, located in the State of Pennsylvania. Bob returned sporting a misplaced eyebrow on his upper lip.

Bill Cherry is back on the job after spending six weeks in California.

Carl Hamilton, Spare Crane Man, is on vacation in Eastport, Maine.

The following men from Undercoat went to Canada: L. Walker Barrett, Alex Morrison and George Bates.

John Grover, Clerk in the Lino Dept., wrote an interesting report in a local newspaper of the doings of his National Guard outfit while at Pine Camp, New York, in July. John is now going to Heavy Weapons School at Ft. Benning, Georgia, for three or four months.

Robert Clark left recently for active duty with the Navy.

Raymond Hamm visited friends in Maine during the shutdown.

Francis Gotovitch spent his vacation on a motor trip to Ohio.

The fishing in Lake Champlain is pretty good, reports Brony Slauzis, who caught a 21-inch wall-eyed pike. But this was nothing to the one that got away. It was T-H-I-S big.

Aldo Bertoni and family on a camping trip in New Hampshire reported too many black flies.

Sorry to hear that both Bert Ellsworth and Manuel Silva are on the sick list.

Dot Hawes, Print Machines Department reporter, sends in a long list of vacationers from her department: Elbert Allen, Cape Cod; Tom Rogers, Dennisport; Samuel Steele, Nova Scotia; John Long, Nantasket; Samuel Primack, Onset; Frank Vitkosky, Niagara Falls; Clarence Phillips, Nova Scotia; Elton Hamilton, at his cottage at Dennisport; Arthur Wise, motor trip through New York State; Ben Muchyn, helping build a house; and Howard Osborne, at Buzzards Bay. Dot herself, on being questioned, said she and her mother spent a few



FOUR PRETTY MAIDS in the month of May sat outside the bank one day — noontime to be exact — and had their picture taken. Introducing: Christine Burke, Jean Patterson, June Crean and Anne McGovern.

days in Wellfleet, her native town down near the tip end of the Cape.

Bruce Grindle, Shipping reporter, climaxed his notes for this issue thus: "Yours truly is heading for North Eastham, Cape Cod, tomorrow (Saturday, July 21) with my wife, four kids and my outboard motor. See you in two weeks."

More vacations: Ed Silva to Falmouth Heights; George Bigelow on a trip to the Thousand Islands; Tom Paquette to New Hampshire; Ralph Nutter to visit his son in California; Hugh Boulter to Canada; and Chris Boyle to Hideaway Beach, Cape Cod.

We welcome back Tommy Trask, who has been out sick.

Jim Connolly was out sick and had a siege in the hospital. He is home now and we are hoping for Jim's speedy recovery.

Gordon Clark spent two weeks with his National Guard outfit at Pine Camp, New York.

Gordon Penney, after being in Maine, says it looks to him like good prospects for the potato and Christmas tree crop.

Charlie Letts journeyed to Virginia during his vacation.

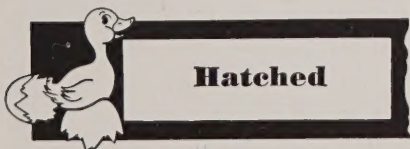
Also heading for the South was George Jackson, who visited friends in Georgia.

Bill Griffin visited in New York City for a week.

Salary Increase

ON August 1, a bulletin board notice signed by President Anderson announced that the Wage Stabilization Board had approved the \$75 a year increase for all Bird & Son salaried employees except Junior and Senior Executives.

This increase was announced June 4, subject to the approval of the Wage Stabilization Board. Retroactive earnings for the salaried workers on the weekly payroll were paid on Wednesday, August 8. Employees on the monthly payroll will receive their retroactive payment on August 31.



To Eugene and Mrs. Bingenheimer, a daughter, Susan Jean, on July 6. (Chicago)

To Mr. and Mrs. Edward Cotter (the former Mary Curran of the Main Office), a daughter, Mary Kathryn, on July 14.

To Mr. and Mrs. Hayes Kelley (the former Marion Thomas of the Finishing Mill), a daughter, Deborah Anne, on July 21.

To Bernard and Mrs. Langland, a son, Michael James, on July 18. (Chicago)

To Alex H. and Mrs. Cook, a son, Scott Gene, on July 18. (Chicago)

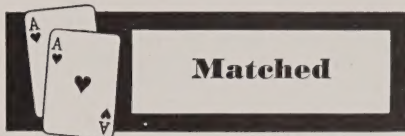
To Michael and Mrs. Benedetti (the former Helen Maroney of the Main Office),

a daughter, on July 13. (Norwood Roofing)

To Elton and Mrs. Bamburg, a daughter, Wanda Nell, on June 20. (Shreveport)

To John and Mrs. Raposa, a son, David Charles, on June 29. (Phillipsdale)

To Donald and Mrs. Parkinson, a son, on July 13. (No. 2 Box Shop)



Richard Brissette and Geraldine Drolet, on June 24, at St. Anne's Church, Readville. (Norwood Roofing)

Norman Lull and Aili Lawrence, on July 4, at the Corner Church, East Haven, Connecticut. (Flooring)

Melvin Doucette and Joan White, on June 23, at St. Mary's Church, East Walpole. (Melvin worked at No. 2 Box Shop)

John Colaneri and Bertha French, on July 5 at the First Congregational Church, Sharon. (Norwood Roofing)

Alec Wilkish

IT is with regret that we report the death of Alec Wilkish, hydropulper helper at East Walpole, on July 13. On July 12 he was accidentally struck by a fork lift truck while working at the hydropulper and died the following morning at the Norwood Hospital from internal injuries.

Mr. Wilkish was fifty-seven years old. He had worked in the Stock Handling and Shartle Beater departments at the East Walpole Paper Mill since November, 1920 and since June, 1950 had been a helper on one of the new hydropulpers. He also worked for the company at the Norwood Roofing Plant from February, 1916 to August, 1918. He had made his home for many years with Mr. and Mrs. Burleigh Comstock on Hartford Street, Norwood. Funeral services were held Monday, July 16, from the Kraw Funeral Home in Norwood, with a requiem high mass at 9 o'clock at St. George's Roman Catholic Church.

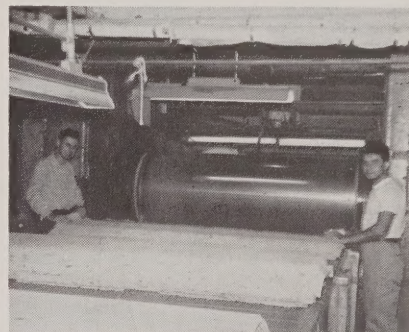
He is survived by a half sister, Victoria Gumbakis of South Boston, and a half brother, Mike Velkich of Dedham.



SNAPPY LITTLE MISS. Mary Frances Peckham, daughter of George Peckham, Norwood Roofing, won third prize at the Taunton Flag Day exercises. She is with the Sharon Drum and Bugle Corps.

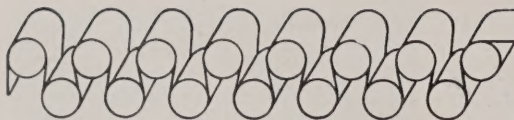


PRIVATE AND MRS. MARTIN COYNE who were married June 10 at St. Monica's Parish in South Boston. Martin has been with the Aviation Engineers in Orlando, Fla. Mrs. Coyne joined him there after their short honeymoon. Late in July Martin received his orders for overseas duty and will be on his way somewhere east or west by the time this Review appears.



LINO DEPARTMENT MEN won't have to read any further. This was taken on the job with Buddy Pierce and Tony Abbruzzese, left and right, feeding the calender in the Flooring Linoleum Department.





Phillipsdale Plant

REXFORD H. SALISBURY
MANUEL OLIVER

DAVID S. LOWRY
ARTHUR TRUDELL

LESLIE E. HOWARD
ROBERT CROWLEY

Phillipsdale Notes

Frank Zab is not one to be caught napping the second time. Things were a little damp around the mill one day last month after a cloud burst. The next day he came to work with a canoe strapped on the top of his car.



COUSINS receive their first communion, May 27, at the Holy Angel's Church, Barrington, Rhode Island. The little girl is Delores, daughter of Sam DeSpirito of the Phillipsdale Cutting and Sorting Dept. Michael, Jr., is the son of Michael Raffa of the Insulating Board Plant at Phillipsdale.

We were glad to receive a card from Fergie Christie while en route to Chicago. Fergie was one of our early retirees and we are pleased to note he is still keeping himself in good shape.

Jane Duhamel has been the guest of honor at several showers lately. Looks as though the big day in September is getting closer.

Manuel Paiva in the Insulating Board Plant has finally sold his horse, gone modern and bought himself a 1938 Packard. In another year or so we expect that he will be able to drive it.

Other new cars include Florence Hussey's Chevrolet, Joe McBride's Ford and Armond Roy's Chrysler.

We are glad to see Charlie McLaughlin back again after a short hospitalization during which he lost his appendix.

Margaret McLaughlin recently spent a week in Philadelphia when the Navy let her husband's ship come for a short time in port.

We are hearing some interesting stories about vacations: Margaret Pierson again flew to Florida; Gus Nanni and John Cyronak undertook the study of thoroughbred horseflesh at Narragansett (understand they came out "just about even"); Ed Roy entertained relatives from Canada; and Al Hammond is still working on his new home. Tony McBride took a trip through the mountains. We bet they sure looked big to him. Andrew Oates stayed around to catch up on his homework and Arthur

Trudell ran up over 1100 miles in one week of day trips.

Joseph Tremblay has been telling the boys he had a wonderful time on his vacation. He took his family to Old Orchard Beach, Maine, and stayed a week there. Then he took daily trips to various places such as Hyannis, Onset, New Bedford, Fall River, Rocky Point, Crescent Park and Lincoln Woods. He did plenty of traveling.

Alyce Fearney has left to take up house-keeping in earnest. Alyce has been with us quite a while and we are sorry to see her go.

Seven children and four grandchildren helped Giovanni Olivieri and the Mrs. celebrate their twenty-sixth wedding anniversary on July 11. We understand that they had quite a time.

Joe Faria had a short spell at the hospital with a bruised knee but is now back to work again good as new.

Enar Peterson has moved to his new home in Barrington. He had been driving back and forth from Brockton each day, but now will have a little more time on his hands.

Phillipsdale Sports

OUR golf team ended the first part of the season in second place, just two and one-half points from the top. Right now in the play-offs, they are on top. We hope that they can keep it up. Fred Pierson evidently isn't going to let the boys run away with all the honors. He has polished up his



DAUGHTER AND SON TEAM, the children of Charles Sinnett of Phillipsdale Stock Handling. Pfc. Marion E. Sinnett is a WAC serving in the office of the Post and Division Chaplain at Fort Dix, N. J. Cpl. Charles is with the infantry at Pine Camp, N. Y.



DEAD-EYE DICK. Everett Rockwood, left, receives the silver medal for his 2nd-place 98 in the Postal Rifle Match. This sharpshooter says he hasn't sighted down a rifle since National Guard days thirty years ago. Match chairman Les Howard here does the honors.



FIRST COMMUNION for Edward F. Perry, Jr., son of Phillipsdale's Ed Perry.

clubs and has done a welding job on one of them. Captain Bill Kanoski had better watch out.

Notes from Auburn, Maine

By HELEN LANE

Jeannette Hodsdon flew to Pennsylvania to spend the month of July with her husband. She is having such a good time that she is going to stay for one more week.

We hope that Benoit Sirois is over his stomach trouble by now. It seems that he stayed on the beach too long and burned the whole 150 pounds of it.

Eddie Quinn was beginning to believe that old saying "The grass is always greener" was true, but with all the rain and sun we have had, his lawn looks as good as the neighbors'.

The noon cribbage games between Helen Lane and Art Lynch are beginning to prove that even though Art is a champion golfer he will never be a champion cribbage player.

Since we have been working part time we have learned that there are several talented people among us. Clarence Donahue is repairing cars, mowing lawns and even tapping shoes. Raymond Morency is making awnings, tents and anything in the canvas line. Ted Lane is operating the projectors at the Drive-In and trying to put the finishing touches on his new home.

Haven't heard Ralph Maxim doing much talking lately about the one that got away. Guess the fishing isn't too good.

Ruth Wardwell vacationed in Caribou. She reports the potato crop is doing fine.

Eleanor Albright had to pass up her vacation because her husband sprained his shoulder. Better luck next time, Eleanor.

Annie Bannister just acquired a new Bendix, so she is taking her second week's vacation to try it out.

The sun must have been hot in Massachusetts over the Fourth. Rita Tremblay certainly has a nice tan.

Anita Nadeau sure looks cute with her new short haircut.

It was very nice seeing Guy Houghton the other day when he dropped in. Hope he will be coming back to Auburn to stay. The girls are all getting very lonesome.

We were very sorry to hear that Angelina Boisvert's father passed away last month. Our deepest sympathies, Angie.

The packers, Janet Walmsley and Marjorie Sanborn, and the supply girl, Gertrude Theberge, are glad work is picking up. They are running out of magazines to read.

In Military Service

SIX more men are added to the list of Bird & Son employees who have entered the service. Elsewhere in the pages of the Review are notes or pictures of boys who are already in. The Review thanks both servicemen and their relatives and friends for keeping us in touch. Let us keep on hearing from you.

Latest men in uniform are:

Robert R. Clark	Flooring
Charles M. Farren, Jr.	No. 1 Box Shop
Francis T. Lane	Norwood Roofing
Richard F. Legge	Paper Mill
Ralph Lee Mitchell	Shreveport
Aldo E. Savi	Paper Mill



DON PERKINS, Navy son of Allen Perkins, head Dry Saw Man in the Insulating Board Plant at Phillipsdale, is stationed at Green Cove Springs, Florida.

Retired

JOHN PEZA, 27 Folan avenue, Norwood, retired July 1, 1951. He worked at Bird & Son from March 13, 1911, first in the Yard Crew and later as a cleaner at the Norwood Roofing Plant. Since October, 1937 he has been a nail packer at the Norwood Roofing Plant.



JOHN PEZA, retired in July, has this fine family to enjoy in his retirement. Standing in back are Mr. and Mrs. John Peza and their daughter, Albina. Seated are his two sons, Vito, left and John, center. John's wife is seated next to him with their two children, Johnnie and Judy. Vito is holding his daughter Sandra and at the extreme right Vito's wife is holding their other child, Diana.

Are Women Better Drivers?

(Reprinted from COSMOPOLITAN)

By Ralph H. Snyder, Safety Engineer

We have no desire to stir up a family row—but this quiz, devised by an expert, will prove which of you is better. At least, the loser will learn something.

WOMEN drivers have been maligned almost since the birth of the automobile—but without much concrete evidence. Here is a test that will determine exactly how much you know about driving and about how to get out of a tight spot. Each question has four possible answers, but only one of the four is correct, so just check *one*.

1. Upon hitting an unexpected stretch of rough or washboard road, the steering wheel should —
 - a () Be held loosely
 - b () Be swung from side to side a little
 - c () Be held straight
 - d () Be left entirely free
2. If the signal light turns amber as you are entering an intersection, you should —
 - a () Stop as quickly as possible
 - b () Pass on through cautiously
 - c () Stop and back up behind the crosswalk
 - d () Turn right whether you intended to or not
3. If you are sleepy while driving at night, the best thing to do is —
 - a () Carry a thermos bottle of coffee
 - b () Take antisleep pills
 - c () Pull over to the side of the road and take a nap
 - d () Stop, get out, and exercise a bit
4. When in a skid, your foot should be kept on the —
 - a () Accelerator
 - b () Brake
 - c () Clutch
 - d () Brake and clutch
5. When you take a curve, it is best to —
 - a () Slow down while in the curve
 - b () Slow down before reaching the curve and feed the gas a bit while in it
 - c () Slow down and drive straight across the curve
 - d () Keep to the outside of the curve
6. You take a curve too fast and find you can't hold it. The proper thing to do is —
 - a () Step lightly on the brake and not the clutch
 - b () Step on the brake and clutch
 - c () Take your foot off the accelerator
 - d () Keep your right foot on the accelerator and apply the brake with your left foot
7. When starting on packed snow or ice, you should use —
 - a () Second gear, and let the clutch pedal up slowly
 - b () High gear, and let the clutch out quickly
 - c () Low gear, and let the clutch out quickly
 - d () Low gear, at a higher engine speed, and let the clutch out slowly
8. When going down a steep hill —
 - a () Shift to a lower gear after starting downhill
 - b () Shift to a lower gear before starting downhill
 - c () Use the hand brake
 - d () Throw in the clutch and coast
9. The safe driver avoids trouble by —
 - a () Driving slower than other traffic
 - b () Developing a fast reflex action
 - c () Obeying all the signs and traffic rules
 - d () Recognizing trouble in the making—defensive driving
10. When you strike an unexpected patch of bumpy road —
 - a () Step on the brake
 - b () Step on the clutch
 - c () Step on the brake and clutch
 - d () Keep the foot on the accelerator
11. To make a quick stop at high speed —
 - a () Step on the brake and clutch hard
 - b () Use a pumping action on the brakes, and do not step on the clutch
 - c () Use the clutch and brake and also the hand brake
 - d () Step on the brake after shifting into lower gear or "double clutching"
12. When you are going at high speed and a rear tire blows out, the best thing to do is —
 - a () Keep the foot on the accelerator
 - b () Make an emergency stop
 - c () Throw out the clutch and let the car roll to a stop
 - d () Double clutch
13. The main cause of skidding is —
 - a () Brake improperly adjusted
 - b () Slippery streets, because of rain, ice, or snow
 - c () Smooth tires
 - d () Driving too fast for conditions
14. If your right wheels get off onto the rough shoulder of the road, you should first —
 - a () Turn the steering wheel quickly to get back on the pavement
 - b () Steer straight and slow down gradually
- c () Make an emergency stop
- d () Get the left wheels off, too, and then cut back onto the pavement
15. Who has the right of way if you are approaching an intersection where there is no traffic light or officer, and a pedestrian is on the crosswalk?
 - a () You have
 - b () You have if you sound your horn
 - c () The pedestrian has
 - d () Neither has
16. If two vehicles approach an open intersection at right angles at the same time, which one has the right of way?
 - a () The vehicle on the driver's left
 - b () The vehicle traveling the faster
 - c () The vehicle on the wider street
 - d () The vehicle on the driver's right
17. The safe distance between vehicles going 40 mph is —
 - a () Equal to the speedometer reading in yards
 - b () Twice the speedometer reading in yards
 - c () 150 feet
 - d () Twice the length of your vehicle
18. If the rear of your car skids to the right on a slippery street, you should —
 - a () Swing the steering wheel from side to side
 - b () Turn the steering wheel to the right
 - c () Turn the steering wheel to the left
 - d () Hold the steering wheel still
19. What would you do if another car came straight at you on the wrong side of the road?
 - a () Pull to the left so he could pass on the right
 - b () Pull over to the center so you could dodge either way
 - c () Keep in your own lane
 - d () Pull as far as possible to the right and even take to the shoulder
20. When you meet glaring headlights at night, what should you do?
 - a () Keep your eyes on the left of the road
 - b () Look at the right side of the road
 - c () Look straight ahead
 - d () Wear sun glasses
21. The proper method of applying your brakes when driving on ice is to —
 - a () Pump the brake with hard, rapid jabs
 - b () Apply light but steady pressure
 - c () Use only the hand brake
 - d () Press the brake lightly, and pump the clutch

(Correct answers on page 21)

Louisiana Professor Here on New Exchange Program

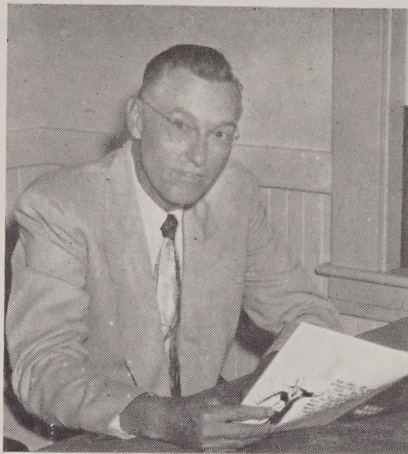
DR. T. HILLARD COX of Louisiana State University is spending six weeks at Bird & Son this summer under the College-Business Exchange Program of the Foundation for Economic Education, Inc. The program, now in its fourth season, was set up to give college professors a more intimate knowledge of business methods and operations through on-the-spot study. Business firms gain, too, by a better understanding of college professors' thinking and classroom procedure.

Last year there were 69 Fellowships granted under the Foundation. This year there are 92. In addition to Bird & Son, such nationally known concerns as Santa Fe Railway, Pittsburgh Plate Glass Company, New England Mutual Life Insurance Company, Flintkote Company, B. F. Goodrich, duPont and others are participating. When September 1 arrives there will be 92 professors taking back up-to-date business information to their classrooms gained through intimate studies on the job in 63 different companies all over the country. Several of the large companies provide for more than one Fellowship. Economic education taught by these men next winter will be first-hand and not just theory.

It is something of an honor for a business to be asked to take part in this educational program. Dr. Cox says Bird & Son was among the companies chosen because the Foundation recognizes it as a progressive company with an enlightened management. Our visiting professor cited our incentive systems, pension plan, suggestion system and company magazine, especially the Question Box, as evidence of a modern management.

His First Year

Although this is Dr. Cox's first summer in the Exchange Program, he has had broad experience in the industrial field. Part of the program at the University of Louisiana, where he serves as head of the Business Management Department in the College of Business Administration, includes frequent visits to a number of large corporations in the Louisiana area, such as Standard Oil, Ethyl Corporation and several of the big chemical companies. Students and professors tour these plants to see



T. H. Cox

operations first hand and Dr. Cox has himself participated directly in setting up more than one new industrial program for some of these companies.

Though he is not personally acquainted at our Shreveport Plant—Baton Rouge, the seat of the University, is in a different part of the state—Dr. Cox says Bird & Son is well known in Louisiana, particularly for our roofing and siding.

Dr. Cox obtained his Bachelor's, Master's and Doctor's degrees at the University of Iowa. His business experience includes three years as assistant to the Employment Manager at the Fisher Body Plant of General Motors in Flint, Michigan, four years as Director of the State Planning Board for South Dakota, and six years as Regional Business Consultant for the U. S. Department of Commerce at Kansas City.

During the war years he was with the War Manpower Commission of the Kansas City area developing employment stabilization and absentee programs. He was Secretary of the Labor-Management Committee in Kansas City region.

Five years ago he accepted the post as head of the Business Management Department in the University of Louisiana College of Business Administration. Under him are eleven professors and instructors. Their graduates go into the fields of Personnel, Industrial Engineering and Management Training in the larger companies where such training programs are operated regularly.

Dr. Cox says he is much pleased to

have this assignment in a well-known New England concern. At Louisiana they use the case study method, studying what a company does to solve an actual problem. Specific cases are studied rather than text book theory. Dr. Cox says he hopes to build up a Bird & Son case study for his students as a result of his observations here. He is particularly interested in Bird & Son's personnel program. As such he is the guest of the Personnel Department and has a desk at the Triangle Building.

Bring Your Gripes, Invites McDougall

I GOT BACK from the Cape all right, but nobody dropped in to share the striped bass. I guess nobody likes this fish anyway.

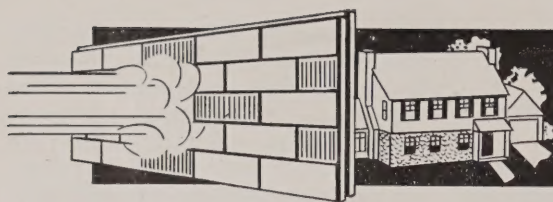
The interest seems to be very good in the horticultural subject we were discussing here last month. If such a program materializes it will be held in the late fall. Of course a general bulletin will be sent out notifying everyone in advance. Gordon Wilson and I would still like to get the names of all interested in advance if possible, so will you please cooperate and send us your name, or call Wilson on 393 or me on 392.

The annual meeting of the Bird Club is held in September in East Walpole. The attendance for the last few years has been very poor. This is *your* Club, members, and I would really like to see a good attendance this year. In former years we have been averaging between 25 and 30 members. We hear a lot of griping from the members about what we should have done. Yet not one of these people will attend the meeting and tell us about all our faults and unnecessary expenditures. We welcome all constructive criticism, and I hope you all show up in September and give us the business! A notice will be out shortly announcing the date and time of this meeting. Please, make a special effort to attend. I believe you will have a good time over and above hearing what your club amounts to in dollars and cents.

Yours,

John McDougall

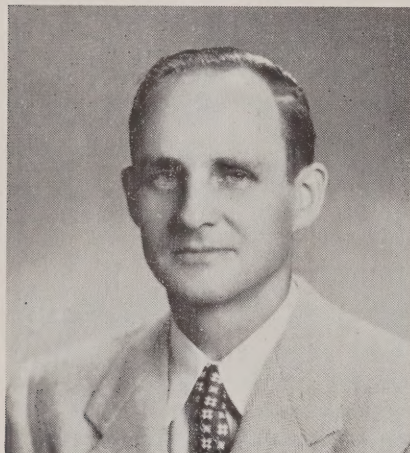




Chicago Roofing Plant

STAFF: G. F. CAMPBELL, MATHILDA HANSEN, VIRGINIA O'BRIEN, JOSEPH BLACKMAN, MARTIN PEARCE

New Foreman



Roger Sumner

ROGER SUMNER was named Foreman of the Yard Labor, Slate and Felt Unloading Departments on July 2. He will also serve as inspector of Fire Brigade equipment at the Chicago Plant.

Mr. Sumner's record with Bird & Son began at the Cost Department in East Walpole where he started on March 15, 1937 as a cost clerk. He is a graduate of the Walpole High School and the University of Pennsylvania with a Bachelor of Science degree in Economics.

After three years at East Walpole he transferred to Chicago on April 29, 1940 and did clerical work in the Manufacturing Department until entering the Navy as a Lieutenant Junior Grade on August 19, 1944.

After the war he returned to Chicago in April, 1946. For a brief time he was assigned to his old duties and then transferred to the Traffic and Purchasing Department. Since August 29, 1949 he has been Assistant Shipping Foreman at the Chicago Plant.

Mr. and Mrs. Sumner—she is the former Constance Graves of East Walpole—live in Homewood, Illinois. They have three children—Hayward, 9, William, 7 and Hugh, 10 months.

Chicago Chit Chat

Ray Gusick and his family are spending three weeks in Wabeno, Wisconsin. Apparently he believes everything Bob MacLeod told him about this quiet little village.

Darlene Simonson is also vacationing in Wisconsin. We were unable to find out the exact location, but apparently it must be a long way off because she was worrying about how much money she was going to have to spend.

We welcome Mary Frances Dwyer to the Purchasing Dept. and hope that she will enjoy working in our office.

Mr. and Mrs. Harold W. Altman announce the marriage of their daughter, Joan Louise, to Private Harold A. Scott on Saturday, June 16.

Steve Blackman, No. 2 Machine, and family just returned from San Antonio, Texas. They enjoyed a very pleasant vacation visiting relatives and friends. They motored about three thousand miles or more without any trouble of any kind. Good going, Steve!

Melvin Thompson and David Wells have really been enjoying themselves for the past month. You know. Running the house, being the boss and "wearing the pants." But all this will come to a stop next week: their wives will be back in town!

Harry Brandon, one of our quality in-



YOUNGEST of Western Division Manager Bill Wilson's four boys, Kenneth Lee Wilson graduated this June from Morgan Park Military Academy of Chicago. Kenneth is now in a Naval Reserve unit, is working this summer in a machine shop before entering college in the fall.

spectors, recently took his vacation and was unfortunate in having his automobile involved in an accident and to top it all off he has a summons to court.

Fred Picard from the Norwood Roofing Plant spent a week with us during the month of July. Other visitors in July included Creighton Hill and Wes Ahlgren.

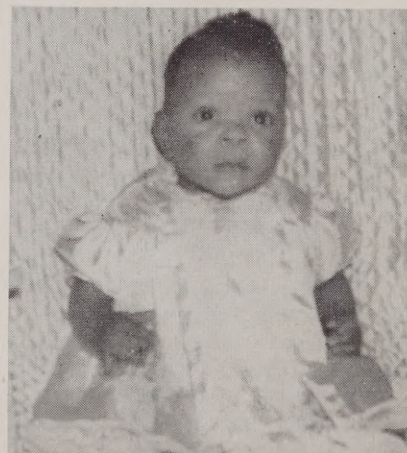
We understand that Chuck Fries is going to attend night school under the GI Bill. He just barely got under the wire by a few days.

Roger Sumner spent his two weeks' vacation at East Walpole.

Insurance

INFORMATION of interest to those living in the Chicago area is the news that the Illinois State Legislature has passed an act which became effective July 1, 1951 increasing liability for wrongful death from \$15,000 to \$20,000.

Illinois residents carrying automobile insurance with a limit of \$15,000 should consider increasing their policies to the new \$20,000 limit. Insurance companies point out that this limit of \$20,000 applies only in the case of "wrongful death". There is no such limit on bodily injury cases where total and permanent disability is involved. For proper protection on this feature you are advised to talk with your insurance man.



CUTE THERESA MASON whose dad, James Mason, works on No. 4 Machine at Chicago.

Shreveport

News and Views

STAFF: LUCILLE MCMURTRY, D. L. OLIVER, JR., WILLIE L. SMITH, FRANK MARKHAM, CYRIL WILDE, EDWIN SOMPAYRAC
RICHARD POTTER, Photographer

Safety Shield Now at Shreveport Plant

WHEN Willie Evans at Chicago was struck by a falling roll of roofing and received a dislocated shoulder, the Chicago Plant lost the Safety Shield which it had held since February, 1950. The accident occurred on June 20, spoiling Chicago's record of 616 calendar days without a lost time accident.

The shield now goes to Shreveport Roofing Plant where 164 employees have worked nearly a year without a disabling injury. Their last lost time accident was August 20, 1950.

Big Bass Contest

The Big Bass Contest will be carried over for another six months to end December 31. There was no four-pounder caught the first six months. Now that the pot is bigger, the contestants plan to fish harder.

Shreveport Speaks

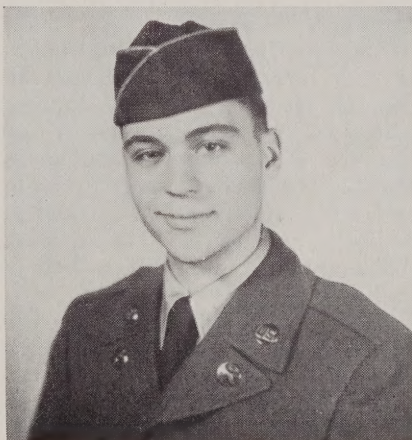
VACATION time is really here. Among those enjoying trips was Wynn McPhearson who spent a week in Hot Springs and took the baths . . . Frank Nance's mother came down for two weeks from Danville, Virginia . . . William Winkler first visited Carlsbad Caverns and Old Mexico. He returned from this trip before his vacation was over and spent several days in New Orleans. What do you suppose this little fellow will do next year when he gets a three weeks' vacation?

Vivian Wilson spent a few days in Hot Springs . . . P. O. Johnson visited Western Arizona, Carlsbad Caverns and Old Mexico . . . Anne Eddie entertained her son's grandfather from New Jersey; went fishing and just rested in general . . . B. P. Soward was on his way to Canada to do some fishing again . . . John Eatman was enjoying a two weeks' vacation . . . Blanchard Watts was pleasantly surprised when his son, Cpl. Perry Watts, came to town just as he was starting his vacation.

O. N. Sherburne was spending his vacation painting his house . . . Cyril Wilde was in the Ozarks, but promised the girls



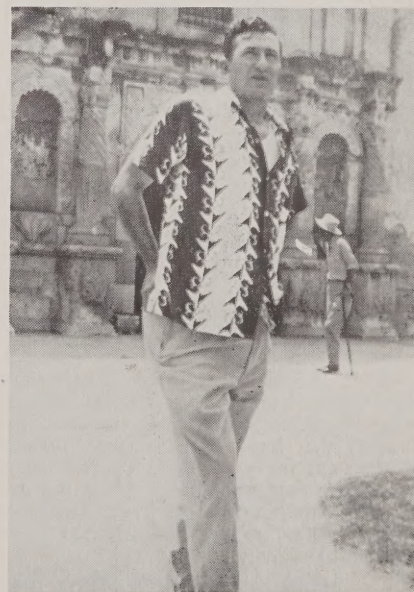
ANOTHER BIRD DRIVER, Archie West of Shreveport, rests against his truck on a road near Littlefield, Texas. Of course another load of Bird Roofing is inside. These colorful trucks and colorful drivers can be found on the roads all along the Southwestern Division.



ARTHUR'S IN THE ARMY NOW, son of Anthony Soltan, Chicago Sample Dept.

that he would return for the week-end . . . Frank Markham took one week vacation and went to the Ozarks and took in all the historical sights . . . Dick Potter took one week's vacation while his parents were here and spent it at Caney Lake and watching Bird & Son's softball team in action.

Harold Maricelli, enjoying a two weeks' vacation puttering around the house, said his biggest job was keeping out of the Mrs.' way . . . C. C. Nash returned from Mansfield where he spent his time improving his farm and fishing.



THE TEXANS FOUGHT to keep out the Mexicans but just look what they let in! William Winkler, Shreveport foreman, in front of the Alamo on his vacation.

Claudie Neel has recently returned from Carlsbad Caverns and points in West Texas and New Mexico on his vacation. Claudie is our long distance truck driver. He returned to Shreveport in four days. No doubt he thought he was hauling roofing.



CPL. WILLIAM J. BARTOLOTTI, grandson of Mike Presbitero of Chicago, was killed in Korea and buried with full military honors on July 2. The Chicago Plant mourns with Mike in the loss of this fine young man.



ALL DRESSED UP and ready for a walk. This is little Ann Marie Scheide whose father, Edwin Scheide, works in the Chicago Transfer Dept.

Shreveport Speaks

(Continued)

We recently enjoyed visits from H. B. Beauchamp from Dallas and T. D. Blanchard from Houston.

D. L. Oliver bought a green bait some time ago and told everyone he saw that it would catch *anything*. This reporter has decided that he is right at that, because D. L. went fishing with Dude two Saturdays. The first week he caught a big catfish and the second week he landed a bream. I hope he tries again; I want to see just what that bait WILL catch!

Among newly ordained ministers from Shreveport in the Episcopal Church was John Stone Jenkins, brother of Robert Jenkins. John was ordained at St. James' Church in Baton Rouge. John is a graduate of Seabury Western Theological Seminary at Evanston, Illinois.

Ralph Mitchell has enlisted for a tour in the Air Corps and will be sorely missed by the boys in the Felt Mill.

Noble Sanders is back in Tri State Hospital with ulcerated stomach. J. C. Mar-

shall went out to the Blood Bank and gave a pint of blood for Noble.

Jim Brandon is still bothered with rheumatoid arthritis, but came back to work Monday after being away for several months.

Ed Bailey has been off sick but we are glad to report he is back at work again.

Earl Chreene changed his tax exemption certificate this week. The new baby was born last week-end and Mrs. Chreene was in the hospital only one day. The Chreenes now have six children.

Jasper Hayes returned to work after being away a month following his operation.

Messrs. Hill and Ahlgren ably reviewed the workings and present standing of our Group Insurance Plan on July 13.

J. H. Bryant started raising chickens and now he has added rabbits to the program. This motorcycle enthusiast says he doesn't care which way beef "rolls", he'll have plenty of meat.

Charlie Patterson did a nice job pinch hitting as Night Foreman while Phil Johnson was on vacation.

Joe Springer says, "Life is just a big horse race." When asked how he was making out he replied, "I'm not in the race; I'm riding a donkey!"

Doles Taylor, Jr., was born May 31, 1951 and weighed 8 pounds 14 ounces. This is the third child for Mary and Doles.

Softball Results

THE Shreveport softball team has won two games recently and is waiting for a promised chicken dinner from L. L. Williams.

The boys have had several changes in their lineup since they began, but the "old regulars" are still in there "pitchin'" (as well as catchin' and hittin'). P. O. Johnson had almost knocked himself out trying to get a hit and when he was struck out and returned to the bench, P. O. Jr. asked, "Whatsa matter, daddy? You don't hit 'cause you are too fat to run?"

Dick Doiron was playing first base one day when some girls in the bleachers noticed his long slender legs and yelled, "Say, First Baseman, ain't you 'fraid to risk those legs?"

Huey Humphries had to take time out to have his appendix removed but he is still playing ball. His last seven times at bat he has got six hits, including one home run, a three-base and a two-base hit. Windy says Huey used to be known as a man of few words but since he went on that hitting spree, he is now known as a man of a few *thousand* words.

Clayton Taylor can be found in just any position; pitcher, catcher or shortstop, but he does a good job anywhere.

Willie Smith (the new manager) was sitting beside Phil Johnson, Jr.

when Clayton Cobb struck out and remarked, "Mr. Smith, WE need some hitters." Later Elton Bamburg tried for a fly ball out in left field and missed and Phil Jr. said, "Mr. Smith, WE need some catchers!"

Wilton Guice is a very good player when he is present, but when he has to baby-sit, he sure is missed.

Last game, Doiron hit a home run with a man on second base and you should have seen Windy run! When he crossed home plate he was slowing down to keep off the other runner's heels. Next day, this reporter called him "Babe Ruth" and he said, "Chicken, I sure laid the timber to it last night!"

Choral Response

Open letter to John McDougall,
President of the Bird Club:

Dear John—

We faithful of the Neponset Choral Society note with distress your proposition that we disband because of failure of the local citizens to give us more support at our concerts.

Naturally, the small audience disturbs us also, but we are not ready to call it quits. We feel that as an organization we have not failed. The high morale of our members and the enthusiasm of the singing would justify continued existence even if no concerts were ever given.

However, we also enjoy performing before the public and naturally, the larger the audience, the better we like it. The audience should be composed of genuine followers, though, and hence we feel that a small, select audience is preferable to one attracted by artificial lures such as give-away programs and phony propaganda.

To draw a comparison with a local organization having a well-established following, we hear that the Footlighters had to educate the public as to the benefits of amateur theatrical works. Becoming genuinely established in this manner is a slow process though. A disbanded organization—while there may be no ticket sales blues—never enjoys the thrill of a word of praise nor the satisfaction of having put on a first-rate performance.

We are not asking for pity, for we feel we don't need it. But we do want it understood that we don't wish to be judged by the size of the audience, at least not until we begin to draw big ones.

Sincerely yours,
Leonard Weaver, Director
Chester Porter, Chairman

On The Lighter Side

A young father, seeking something for his small son to do, tore a map of the world out of a magazine and cut it up like a picture puzzle. "Here, son, let's see you put this together," he suggested.

In a few minutes the boy pointed to the completed task. "How ever did you do that so quickly?" asked the father.

"See daddy, there's a picture of a boy on the back. I knew if I could build the boy right, the world would come out all right, too."

—B P News.

The engineer was questioning the job applicant. "Do you know anything about electricity?" he asked.

"Yes, sir," was the prompt reply.

"What's an armature?"

"A guy that boxes for nothing."

Up to 16, a lad is a boy scout. After that, he is a girl scout.

A beautiful January moon shone down on the parked car in which sat Sadie and her bashful boy friend.

"Dear, you remind me of Don Juan, the great lover," murmured Sadie.

"Why?" he asked hopefully.

"For one thing," snapped Sadie, "he's been dead for years and years."

Style Notes

There are shoes without any toes,
There are legs without any hose,
And dresses without any backs;
But the style that is growing
And makes the most showing
Is "Slacks" without any slack.

Driving Quiz Answers

1. (b) Swinging the wheel from side to side a little eases the shock, and the front end won't jump so high.
2. (b) It is far safer to pass through an amber light than to make an emergency stop. A vehicle following you closely is likely to ram you in the rear.
3. (c) A short nap is best.
4. (a) The most important thing is to keep traction. This can only be done with the foot on the accelerator. Applying your brake will cause complete loss of steering control.
5. (b) It is always safer to slow down before a curve than to apply your brakes while on a curve.
6. (d) It is important to keep traction while in a curve. You can keep traction and slow down, too, by this method.
7. (a) This gives a little higher speed and more traction.
8. (b) Let your engine act as a brake; it saves your regular brakes.
9. (d) The real secret of safe driving is your ability to anticipate. Take

the Question Box

Continued from inside front cover

sideration to resumption of manufacture of wall covering. Plans have now been approved, equipment has been ordered and manufacture of wall covering should start within a few months.

What steps can Bird & Son take to make their offices more bearable during the warm weather?

Practically everything that might be of help has been done. In the main office six inches of spun glass insulation covers the entire ceiling on the top floor, the roof has been painted with an aluminum paint to reflect rather than to absorb the sun's rays and most recently an automatic water spray system was installed on the roof. Portable air conditioning units have been considered and investigated but do not appear to be practical at this time. Many people are unfavorably affected by this type of air conditioning.

If I am out sick, do I have to continue paying my group insurance premium?

Yes. Persons who are sick can arrange to pay the weekly premiums at the Credit Union (or plant office at outside plants), but if they are not able to make such payments benefits will not be stopped. However, when the person returns to work unpaid premiums will be collected by doubling up the weekly deductions. Before benefits are collected for a new illness, premiums should be paid up.

-
- nothing for granted. If the car ahead signals for a right turn, figure that he just may turn left.
10. (d) To apply your brake may make you lose steering control. Ease off the accelerator and let the engine slow you down.
 11. (b) Leave the foot off the clutch (to keep from killing the motor) until the car has just about come to a stop. Use a pumping action on the brake, thus allowing the full use of the rear-wheel brakes. Use this method on all stops, especially emergency ones. By leaving the foot off the clutch, you permit the motor also to act as a brake. You stop twenty per cent faster this way, with less wear on car and tires.
 12. (a) Applying the brakes is likely to throw the car into a side-slip or spin. Ease the foot off the accelerator, and let the engine slow the car until it is safe to apply the brakes lightly.
 13. (d) An accident on a slippery street is always due to driving too fast for conditions.
 14. (b) You should never cut back on the highway at a high rate of speed. If the shoulder is lower than the pavement, the car will swerve out of control. Steer straight and slow down gradually. Then cut back at a sharp angle.
 15. (c) The pedestrian always has the right of way, any place, any time.
 16. (d) At intersections where there are no signal lights or stop signs, the vehicle on the driver's right has the right of way.
 17. (b) It takes between 153 and 164 feet to stop at 40 mph. By keeping twice the speedometer reading in yards away from the vehicle ahead, you are playing it safe.
 18. (b) You must always turn the steering wheel in the direction of the skid. This helps the forward-motion pull against the skid.
 19. (d) Never try to dodge to the wrong side of the road. If an accident occurs, you may be blamed. You should pull to the right; take to the shoulder of the road if necessary.
 20. (b) By looking over the engine cowlings of your car at the right side of the road, you can define your position on the road and still keep the glare out of your eyes. You will be able to see the oncoming vehicle through your side vision.
 21. (a) Recent research and tests have shown that you can stop on ice or snow twenty per cent faster with less skidding by pumping the brakes. When the brakes are pressed steadily, steering control is lost and the car goes into a side skid. Keep the foot off the clutch and let the engine help slow you down. At 20 mph, you can stop in 88 feet by using chains on glare ice, as against 197 feet with no chains. Use chains.





BIRD NEPONSET REVIEW

September

1951

Vol. 39 No. 9



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Does Bird & Son follow up on their employees attending evening school (namely offers of better positions if any are available)?

Bird & Son is very much interested in full information about evening courses or other courses of study taken by employees to improve themselves. Employees completing such courses should notify both their foreman and the Personnel Department. Many factors have to be considered in selecting persons for promotion. A good record at evening school in a course related to the work here would certainly help. The Personnel Department recalls at least two cases in the last six months where additional education taken after working hours was an important factor in making the final selection for the promotions.

What is the meaning and origin of the word "Neponset"?

The Neponsets (accent on *pon*) were an Indian tribe near the coast, south of Boston. Elmer H. Bartlett and Allan Forbes of the State Street Trust Company are responsible for the following interesting information which substantiates the origin of this trade word of ours. In the "Pilgrim Republic", by John A. Goodwin, there is this statement under the years 1614 to 1616: "On this trip (John) Smith sustained two attacks from the Neponsets of the Cohasset region."

What is the purpose of Bird Screens?

Bird Screens, manufactured by Bird Machine Co., South Walpole, remove the dirt, sludge, lumps, foreign matter and so forth from the paper pulp before it passes on to the paper making machine.

The Bird Screen consists of a large cylinder rotating within a vat. The surface of the cylinder is made up of finely slotted plates through which the paper pulp is forced by means of automatic shaking of the vat. The cylinder is two-thirds immersed in this vat full of paper stock. As the cylinder turns about a half revolution a minute, the vat shakes about three hundred times a minute. It is the shaking of the vat which forces the pulp through the finely slotted cut plates on the surface of the cylinder which provides the screening action. The impurities which have been screened out sink to the bottom of the vat on the outside of the cylinder and are carried away through a dump valve to a Dirtec or flat screen for further salvage. The screened stock which comes through the slots in the plates finds its level on the inside of the cylinder and flows out over a dam board to the paper making machine itself.

(Continued on page 25)

On the Cover

Peter Cononi nails Bird Silvercote to studding in a new home at Wellesley-at-Natick. See story on page 2.



BIRD NEPONSET REVIEW

Vol. 39 No. 9

September 1951

Published for the employees of Bird & Son, inc. to promote good service, good business, good will

Editorial Office at East Walpole, Mass.

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ELEANOR M. GARLAND	Assistant Editor
WALTER H. HARTIG	Photographer

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Your Dollar's Worth

HAMBURG at 25 cents a pound, butter at 45 cents, rib roast for 38 cents and men's suits for \$19.00 to \$35.00. Sounds like a pipe dream, but those were the prices we were paying in Walpole back in the 1930's. Wages, too, were different. Unskilled labor was getting 52 cents an hour in 1935. That's \$20.80 for a 40-hour week, almost \$10.00 less than a messenger boy gets today.

Back in the 1930's the country was just pulling out of a depression. There was *deflation*, not *inflation*. Shortages, rationing, price and wage controls were yet to come, but one thing was just as true then as today. Prices and wages had then, and have now, a direct relation to each other. 25-cent hamburger and 52-cent hourly wage in 1935. 70-cent hamburger and \$1.34 or higher for an hourly wage today.

IT ISN'T THE HOURLY WAGE OR HOW MUCH YOU HAVE IN THE BANK THAT COUNTS. IT'S WHAT THAT MONEY WILL BUY.

Since World War II ended, this country has been caught in a continuing spiral of climbing prices and climbing wages. Manufacturing costs, prices and wages have followed each other up the spiral in continuing rounds of increases. The experts tell us the end is not in sight yet. Shortages created by de-

fense spending are pushing both prices and wages still higher. Maybe we will be eating steak at \$3.00 a pound and paying for it with hourly wages to correspond. And we'll be no better off than today.

There is another angle in today's inflation picture. Billions are being spent in Washington and by state and local governments, some wisely and some wastefully. The government's only source of income is its taxes. When it taxes us individuals it cuts our purchasing power. When it taxes business, those taxes sooner or later are reflected in higher prices, and that cuts the purchasing power of our dollars too.

Regardless of politics and fancy theories of what to do about inflation, the hard cold fact is that your money at any time is only as good as its purchasing power. Under the Free Enterprise System there is just one way to get more for your money. And that is to produce more. When production goes up, there is more competition. Competition brings prices down, not up. When you achieve that you have achieved real prosperity. Your dollars are worth more. They are not eaten up by higher prices.

Buy only what you need, keep production high, keep government spending down, so taxes can be reduced. That's the formula for licking inflation and increasing the purchasing power of our dollars.

The Best in Reflective Insulation:—

Bird Silvercote



PETER CONONI, carpenter for Martin Cerel, applying Bird Silvercote Reflective Insulation.

SILVERCOTE is one of the newest products in the Bird Building Materials line and one of the most challenging items for Bird salesmen right now. It's tops in reflective insulation; it fills an important spot in the complete line of Bird Building materials.

Why use Silvercote? It's just as effective as any insulation now on the market and far less expensive than most of the bulky types. It reflects heat like a thermos bottle—in fact, exactly the same principle of reflective insulation is used to shut out the heat and cold.

Silvercote is light weight and easy to store, easy to ship, and easy to install. Bulky types of insulation have to be transported by truck and require considerable space in the dealer's warehouse to store. Bird Silvercote comes in rolls of 500 sq. ft. Many rolls can be compactly stored in a small corner of the warehouse and the home owner who wants one or two thousand feet to insulate his attic, can go to the hardware store or the lumber yard, pick up

three or four rolls and toss them in the back of his car.

For new construction, it's the ideal insulation for side walls, one layer equaling one inch of conductive insulation. For insulating attics of homes already built, it's equally practical and efficient.

Ideal Home Insulation

Silvercote is a particularly good product for home insulation. Where other types of insulation eventually absorb summer heat and retain it for many hours after the air cools at night, Silvercote Reflective Insulation absorbs little or no heat and of course retains none during hours of the night. It retains its insulation efficiency indefinitely. In addition, it provides a complete vapor barrier through which moisture cannot pass. Owners of TV and radio sets will find that Silvercote does not affect reception as some other types of reflective insulation may do. It does not conduct electricity. Electric wiring boxes in homes do not have to



FINE KOMES LIKE THESE at Wellesley-at-Natick, a Martin Cerel development, are now being made cooler in summer and snuggler in winter with Bird Silvercote Reflective Insulation. Wellesley-at-Natick is one of several projects now under construction by Martin Cerel, large builder of fine homes in the Greater Boston area.

be grounded as required when metal insulation is used. It does not absorb moisture which is a serious difficulty with mass insulation.

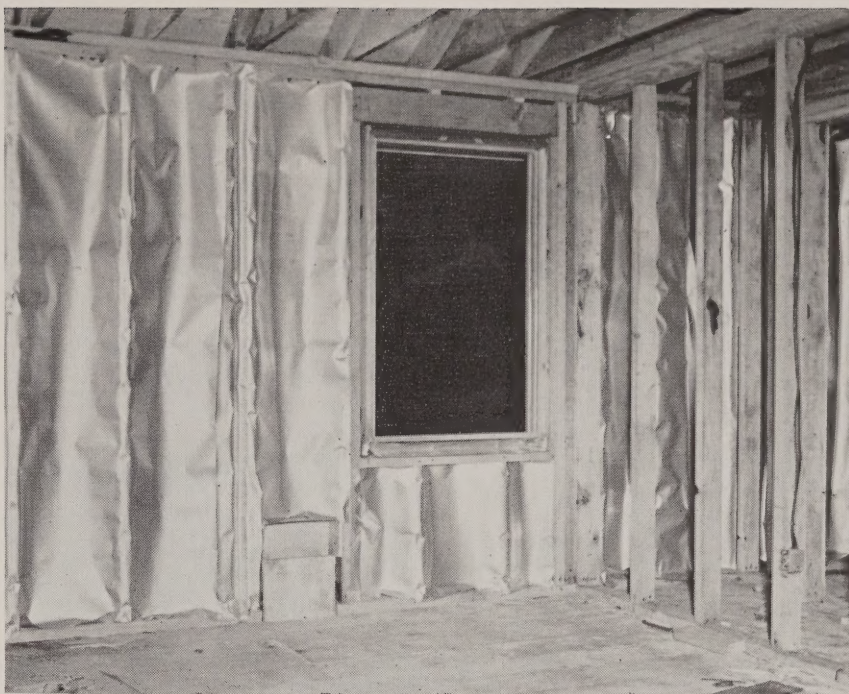
Silvercote is available in three forms:

Duplex: This combines insulation and vapor barrier qualities. Two sides are reflective and the nailing areas are re-enforced.

Flexray: A fine vapor barrier with one side reflective and re-enforced nailing areas.

Simplex: Water resistant but allowing breathing to free moisture vapor. Both sides are reflective.

Silvercote is not actually made at any Bird & Son plants. It requires the use of Kraft paper which we do not make, and special machinery for applying the reflective surface. For these and other reasons, it is not a practical product to produce in any Bird plant, but by getting another manufacturer to make it for us and adding it to the Bird Building Materials line, we have strengthened the Bird line and pleased our customers with another Bird quality product. Satisfied customers mean more business for Bird & Son in all the products of the Building Materials Division.



BIRD SILVERCOTE REFLECTIVE INSULATION applied on the walls of a bedroom in one of the new homes at Wellesley-at-Natick.

Evening Courses

ON file at the Employment Office in East Walpole are catalogs of several Boston schools offering evening courses, including Northeastern University and Boston University.

Employees wishing to consult these catalogs may call at the Employment Office at any time during regular office hours. The Employment Office will also be glad to obtain information about other schools for any employees interested.

Long Service List

WE give below the names of those whose fifth, tenth, fifteenth and twentieth anniversaries fall during the month of October, and of those who complete twenty-five or more years' service during this month.

Name	Year	Dept.	Years
John F. Dower	10-1-95	Retired	56
Alice E. Fales	10-28-07	Retired	44
Nils E. Lindequist	10-10-10	Flooring Plant	41
John Foley	10-4-11	Retired	40
John P. Dolan	10-31-12	Box Sales	39
Mary B. Foley	10-14-13	Office	38
Michael Curran	10-19-13	Retired	38
Mike Uzdavins	10-5-15	Paper Mill	36
Julia F. Dolan	10-16-16	Retired	35
Michael J. Damules	10-16-16	Retired	35

Lawrence M. Doane	10-30-16	Maintenance	35
George E. Smith	10-27-17	Asst. Supt. Roofing Plant	34
Catherine M. Brady	10-7-18	No. 2 Box Shop	33
James Duda	10-14-18	Retired	33
William V. Lewis	10-1-19	Maintenance	32
Nicola Benedetti	10-6-19	Retired	32
J. Harry Godkin	10-7-19	Maintenance	32
Dimon E. Merrill	10-4-20	Retired	31
Sulo E. Salomaa	10-8-20	Power & Steam	31
Charles H. Locke	10-19-20	Maintenance	31
Joseph R. Maraist	10-3-21	Flooring Sales	30
Raymond C. Call	10-6-21	Roofing Plant	30
Severio DeChellis	10-5-22	Retired	29
John W. Walsh	10-11-22	Retired	29
Antonio R. Unaly	10-17-22	No. 1 Box Shop	29
William F. Doyle	10-22-22	Maintenance	29
Frederic H. Bagley	10-23-22	Flooring Sales	29
Andrew B. Center	10-25-22	No. 1 Box Shop	29
Martin Kane	10-27-22	No. 1 Box Shop	29
John C. Seastrand	10-8-23	Paper Mill	28
Domenico Cistenseino	10-9-23	Roofing Plant	28
F. Roy Cooper	10-15-23	Office	28
James W. Garner	10-15-23	Flooring Plant	28
Hugo I. Salomaa	10-16-23	Flooring Plant	28
Guptill C. Fillmore	10-18-23	Flooring Plant	28
Joseph H. Daisley	10-19-23	Flooring Plant	28
John H. Waltonen	10-19-23	No. 2 Box Shop	28
Michael J. Flaherty	10-22-23	No. 1 Box Shop	28
Peter Flaherty	10-26-23	Finishing Mill	28
Carl A. Brennan	10-29-23	Flooring Plant	28
Kenneth L. Stuber	10-18-24	No. 2 Box Shop	27
Cyril O. McCue	10-5-25	Flooring Plant	26
Joseph Destito	10-19-25	Retired	26
Tiodoro Michienzi	10-28-25	Roofing Plant	26
Ralph P. Hildreth	10-1-26	Flooring Plant	25
Giuseppe Serratore	10-13-26	Roofing Plant	25
James W. Porter	10-19-26	Flooring Plant	25
Gordon W. Russell	10-21-26	Flooring Plant	25
Francis J. Howe	10-25-26	Maintenance	25
John L. Locke	10-25-26	Asst. Supt. No. 1 Box Shop	25
R. I. Holcomb	10-1-31	Flooring Sales	20
Gerald G. Sheehan	10-10-31	Roofing Sales	20
Daniel Costello	10-26-36	Roofing Plant	15
Isabel MacLeod	10-6-41	Office	10
Henry E. Martson	10-9-46	No. 1 Box Shop	5
Frank E. Carchedi	10-12-46	Roofing Plant	5
Edward Paddock	10-15-46	Flooring Plant	5
Helen M. Quackenbush	10-16-46	No. 1 Box Shop	5
Allan F. Jones	10-28-46	Office	5
Geneva V. Surowicz	10-29-46	No. 1 Box Shop	5

PHILLIPSDALE

Charles Smith	10-6-16	Retired	35
Antone Sousa	10-9-16	Retired	35
David S. Lowry	10-5-22	Asst. to Supt.	29
Leslie E. Howard	10-10-23	Plant	28

CHICAGO

Henry A. Brandau	10-1-20	Office	31
George F. Campbell, Jr.	10-25-20	Office Manager	31
Thomas Henehan	10-9-22	Plant	29
William Bennett	10-2-23	Retired	28
Margaret M. Hoey	10-29-23	Office	28

SHREVEPORT

Francis W. Dyess	10-20-26	Roofing Sales	25
James D. Teutsch	10-8-46	Felt Mill	5
Henry Giles, Jr.	10-28-46	Roofing Plant	5

Suggestion Awards

FLOORING, Norwood Roofing and Phillipsdale accounted for the nine suggestion awards voted by the Executive Committee on the Suggestion Committee's recommendation for August. Frank B. Shumski of the Linoleum Department was the only one to earn the \$10 additional award for five accepted suggestions.

Flooring Plant

Charles W. Cobb, FFSM	\$10.00
George F. Moore, Jr., FFR	10.00
Leo A. Lamminen, FFF	5.00
Frank B. Shumski, FFG	15.00

Phillipsdale

Antonio Tirocchi, DPM	\$10.00
Edmond J. Godin, PPJ	5.00
Vernon Stromberg, DPX	5.00

Norwood Roofing

Karl B. Eklund, FBI	\$5.00
Charles Solbo, FBPM1	5.00

New Felt Mill Being Expanded

NEW equipment costing about \$750,000.00 is now being installed at the Shreveport Felt Mill. It will double the present production capacity from seventy tons to one hundred forty tons per day.

Construction has now started on the two new chemipulpers and the steel work for the hoppers and chip tanks which serve as storage areas for these chemipulpers. Other equipment to go in soon will include Beloit Suction Primary and Suction Second presses, eighteen new Beloit 150 lb. pressure driers, a hydropulper, a roll ejector and lowering table at the winder and a 30,000 lb. Riley boiler.

When the Felt Mill was constructed at Shreveport, provision was made for increasing the capacity in this way when necessary. Space was then provided for all this new equipment and in some cases, foundations were actually built into the original construction. The work should go forward

quickly this Fall and Winter, but because of the size of the project, all of the new equipment won't be in until sometime in 1952.

The new 30,000 lb. Riley boiler is an exact duplicate of the boiler now in operation at the Shreveport Power Plant. It will provide the necessary extra steam for operating and drying of felt. Supplying additional stock to the felt machine will be the two new chemipulpers already referred to and a hydropulper for paper which will go in later this winter.

At the machine itself, three plain presses were originally installed. Two of these are being replaced by a more effective suction second press and in addition, an entirely new suction primary press is being added. The sheet of felt when formed will travel first to the suction primary, then to a plain press and finally, to the suction second press before being sent to the driers. The eighteen new driers will give addi-

tional drying capacity and to further speed up the drying, twelve Red Ray burners have already been installed and are in operation. These burners are built of refractory brick enclosed in a metal case, suspended the width of the sheet and a few inches above it. They burn natural gas, an inexpensive fuel at Shreveport, and are kept at a 2300 degree temperature, rapidly heating the wet felt stock so that it dries much more rapidly as it passes through the drier section.

At the end of the machine, new equipment is to be added to help in taking off the rolls of felt. The present hoist will be replaced by a roll ejector and a lowering table. The ejector will push the rolls from the winder to an hydraulically operated table which will lower the rolls to the floor without damage where they can be picked up by the lifter trucks.

Doubling the capacity of this new felt mill should provide adequate felt supplies for the Shreveport and Chicago plants for some years to come.

Hold Those Bonds

DID you buy war bonds back in 1941 and 1942? If you were a regular bond purchaser during the war years and have held onto those bonds since then, they are now beginning to mature. Each \$18.75 bond is worth \$25.00 at maturity.

You don't have to cash these bonds when they mature. You can hold them and will receive interest on both the principal and the interest accumulated during the first ten years. If you hold them an additional ten years you will receive 77% more than your original investment.

For the first seven and a half years after the bond matures it will earn simple interest on the face amount. If you hold it after seven and a half years the interest will be at a higher rate sufficient to provide an aggregate return for the additional ten years at 2.9% compounded.

There is no obligation to hold these bonds for any specified time. You can cash them any time you need the money. If you hold them, however, you'll be helping check inflation by keeping your money at work for Uncle Sam and you'll be helping yourself by getting a fair interest return on your investment.

The Fair for Defense

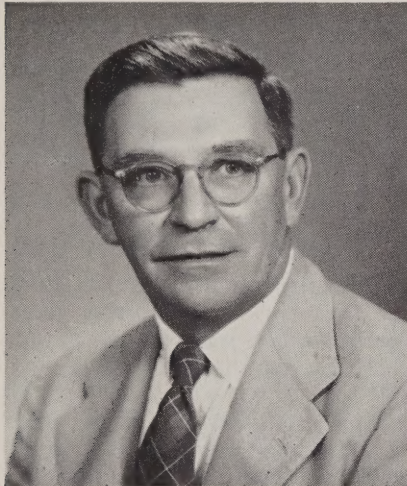


BOND BUYERS ARE SHOWN HOW it is done by these two pretty Bird & Son girls, as the country launches its fall Defense Bond drive. Helen Quackenbush of No. 1 Box Shop, herself a regular bond buyer, poses as the employee who comes to sign up for bond purchase through payroll deduction. Grethe Storkfelt, behind the window at the Credit Union, East Walpole, is the young lady who handles bond buying for Bird & Son employees.

Northern Division Manager

Miles Hubbard Named to Post

MILES H. HUBBARD, long-time Building Materials Division Representative in Connecticut, has been appointed Northern Division Sales Manager, effective September 1. Mr. Hubbard succeeds the late Edmund F. Murphy.



Miles H. Hubbard

Mr. Hubbard started with Bird & Son in 1928 following experience in Boston selling automobiles for the Buick Motor Car Co. He had gone to high school in Watertown, his birthplace, and Newton, then seen service overseas in the First World War before starting his sales career.

After a year and a half selling Bird roofs and allied products out of Syracuse, Mr. Hubbard was transferred to the western Connecticut territory, which he covered until this promotion.

Civic Interests

As a resident of Nichols, Connecticut, near Bridgeport, he has taken an active part in the life of his community. He served four years on the local Board of Education, was a member of the town Building Committee, and worked for the Boy Scouts. He is a member of the Algonquin Club of Bridgeport.

The Hubbards have three children. Their elder daughter, Jean, graduated in 1950 from Green Mountain College in Vermont. The younger, Marilyn, is entering the same school this fall, while Miles, Jr., will start the eighth grade.

Miles Hubbard is a dyed-in-the-wool, or rather, dipped-in-the-brine, old sea

dog. He can tell you about the race he sailed to Monhegan when so-and-so missed the record by four minutes and you can almost smell the sea breeze. He knows what he is talking about too, for he is a member of the U. S. Power Squadrons.

The Hubbards expect to move their home to the vicinity of East Walpole in the near future.

Sessions on Waste

NEW posters, charts and graphs are regularly going up around the Main Mill, calling attention to the continuing fight against WASTE.

"We have already made some real progress," Howard Whitney, waste campaign chairman stated, "but it is a long pull and so far we have just scratched the surface of what can be done."

Mr. Whitney, better known as "Whit", was bringing us up to date on this project. The last of August the first strictly departmental meeting on waste was held at FXF, Solid Fibre Cases. This started off a series of meetings where just the foreman, shop stewards, Whit and George Dusty, Engineer, are sitting together, hashing things over.

At the FXF meeting with Earl Boyden, Foreman, and James Loring, Steward (the other Steward, Carl Johnson, was unable to be present,) they talked



STUDYING WASTE. Foreman and Union Steward meet with management men in the first departmental conference to work on the problem of waste. At this first FXF meeting (Solid Fibre Cases) are Earl Boyden, Foreman, Howard Whitney, Assistant to the Vice President (Paper Division), James Loring, Union Steward, and George Dusty, Mechanical Engineer.



THE word "stationery" comes down from the Middle Ages when most people were unable to read and write. Monks set up *stations* in churchyards where they wrote and read for their parishioners. In time, paper and other things were sold, and when this became a trade its practitioners were known as "stationers." England's copyright office is still known as "Stationers' Hall."

Courtesy American Cyanamid Company
Calco Chemical Division

over a number of problems: trim, mechanical troubles, quality of stock, alignment for feeding stock into the machines, and so on. The stewards were asked to encourage employees to watch for troubles in these spots and make suggestions of their own.

At Review press time, the second meeting was coming up, this time with FXC, the Combiner Room, when Foreman Charles Mutch and Steward Edward Paduck would discuss waste problems in their department.



TOKEN OF APPRECIATION. At the July meeting of the Neponset Credit Union, Treasurer A. W. Smith presented retiring board members B. D. Rogers and W. A. Beaulieu with framed copies of resolutions honoring their many years of devoted service to the Credit Union. Mr. Rogers was a charter member of the Credit Union and had served continuously as a director from 1919 to November 1950. Mr. Beaulieu's service was from November 1933 to May 1951. Left, Mr. Rogers in bow tie. Right, looking at copy, Mr. Beaulieu.

Salute Retired Directors

TWO men who have long served the members of the Neponset Credit Union were honored at the August 9 meeting of our Credit Union's board of directors. They were Benjamin D. Rogers and Wesley A. Beaulieu. Each was presented with a framed copy of a set of resolutions expressing the board's gratitude and appreciation.

Mr. Rogers' service for the Credit Union started thirty-two years ago, back in 1919. He was a charter member of this body and had served continuously as a director until November 1950. During this time he had been a member of the Supervisory Committee, the Auditing Committee, the Credit Committee and the Investment Committee.

In accepting the resolutions, Mr. Rogers recalled the beginnings of a Credit Union at Bird & Son and indeed of the movement as a whole. The Neponset Credit Union, he said, was among the very first industrial credit unions to start in the United States. Back in the early 1900's employees had great financial troubles because of high interest rates and because of the difficulties involved in getting small loans. Loan sharks flourished in those days. After considerable study of possible ways to alleviate these conditions, it was decided to start a Credit Union here for Bird & Son employees. The

growth of our Credit Union has shown the value and wisdom of this step.

Mr. Beaulieu's service in the Neponset Credit Union goes back twenty-nine years, to 1922, when he joined. In 1933 he was elected a director, a position he held until May 1951. He was a member of the Auditing Committee since 1933 and chairman of this committee continuously from 1934 until this spring.

Treasurer A. W. Smith, who has himself devoted many years to the furtherance of credit unions, made the presentations. The attractively framed scrolls had been hand lettered by William Grazado of Advertising Display. Board members present to honor Mr. Rogers and Mr. Beaulieu were: L. R. Bernier, H. S. Whitney, J. L. Coburn, A. D. Colburn, N. C. Phillips, R. F. Sager, R. L. Tupper, John J. Burke, Hilda Rafuse, Walter H. Hartig, A. W. Smith and Velma Cobb. One other member of the board of directors not able to be present was Nelson Bartlett.

Bird Club Interlude

THE Bird Club the last of August is like late winter just before spring bursts forth. There's life there, but it doesn't show much. Summer doings are about over. Men's golf is in the last half at Sharon. Waiting to go are both men's and girls' bowling teams. The Neponset Choral Society is (to mix

our metaphors) clearing its throat in preparation for late-September rehearsals. The Veterans' Show, Dramatic Club, Tri-Mill Sports Club, cribbage players, the Entertainment Committee—to name some of the regulars—all have plans afoot. But things won't get rolling until after the annual meeting on September 13, when new directors are elected and subsequently committee chairmen are appointed.

By the end of September, things will be buzzing. Until that time, for news of your favorite employee club, the Bird Club, watch your bulletin boards and local newspapers.

Moonlight Sail

FINAL fling offered by the Bird Club's Entertainment Committee of 1950-51 was a moonlight sail the evening of August 24. One hundred and eighty-five club members and guests walked over the gangplank from Foster's Wharf onto the decks of the "Boston Belle" for a three-hour cruise around Boston Harbor. Besides watching the sad sea waves, the passengers enjoyed dancing to the ship's orchestra and listening to Virginia, the vocalist. Members of the younger Bird Club set were seen to cut quite a rug before the ship finally slipped back alongside the wharf. A few old salts among our contingent struck up an acquaintance with members of the crew and compared notes on the fine art of swabbing decks.

The party was arranged by Ed Wisniewski and his Entertainment Committee. Thanks go also to Kay Niden, of the East Walpole Maintenance office, who did yeoman service in handling tickets.



PRIDE AND JOY of Ray Letourneau of the Main Office Cost Department is his pretty two-year-old daughter, Nancy.



Johnson Special Sales Representative

BERTYL V. JOHNSON was named on August 1 to the newly created post of Special New England Sales Representative for the Flooring Division. His job is to supervise sales and to promote closer contact with distributors' salesmen. Working directly under Sales Manager Richard T. Murphy, Bert Johnson has his headquarters at East Walpole. Replacing Mr. Johnson for the Flooring Division in the southern New England territory is Thomas G. Sullivan.

Combat Commission

Born and brought up in Brockton, Massachusetts, Bert Johnson graduated from the public schools and attended Becker College in Worcester. He had worked for two years when in 1940 he entered the Army. Starting as a private, Bert earned a combat commission in the Medical Administrative Corps during his three and a half years in the European Theater. He was released from the service in the fall of 1945.

Before he became a Flooring Sales Correspondent for us in 1947, Bert Johnson had owned a retail floor covering store in Brockton. At Bird & Son, Bert covered first the Kentucky-Tennessee area, then the Midwest and more recently, southern New England, where Hartford was his headquarters.

The Johnsons now live in East Bridgewater, Massachusetts. They have three small boys, Junior, 5, Mark, 3 and Bradford, six months. Bert is an ardent salt water fisherman and is already indoctrinating his oldest son in the art of angling.

Hail to Hawkins!

AUGUST 6 was a red-letter day in the Traffic and Purchasing Departments. A forty-fifth service anniversary is a rare occurrence and when it happens to a person as well-known and well-liked as Michael J. Hawkins, Assistant Purchasing Agent and Traffic Manager, then something special is in order.

On that day fifteen friends and co-workers in the Purchasing and Traffic Departments took Mike to lunch at the Norwood Manor. Included in the festivities were Maynard Gould of the

H. M. Gould Company and John Robertson, retired, formerly of the Traffic Department.

Missing from the party, but included in the good wishes and congratulations were two people on vacation, Claire Barry and Purchasing Agent Howard Hanna.

Mr. Hawkins began his Bird & Son career in the Traffic Department August 6, 1906, and for these many years has served both Bird & Son and Bird customers well and faithfully.

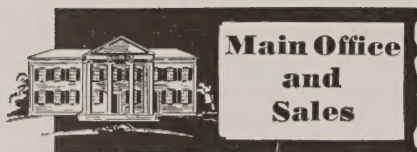


HONORING MICHAEL HAWKINS on the day he achieved forty-five years of service with Bird & Son, August 6, the members of the Purchasing and Traffic Departments took Mike to lunch at the Norwood Manor. At the far side of the table Yvonne Eckhardt, Mary Healey, Ben Taylor, Marianne Masino, Maynard Gould, John Robertson, the Guest of Honor and Richard Phipps. On the other side, Mary Molla, Charles Makarevich, Ruth Perkins, Eleanor Hale, John Andrews, Evelyn Demers and John Shelley.



JOHN ROBERTSON, recently retired, presents Mike Hawkins with a gift from his fellow workers — a beautiful leather wallet. There was also a big anniversary cake and lots of congratulations and good wishes from the whole department.

Milling Around



Main Office and Sales

JULIA SMITH
SABINA COSTELLO
LOUISA GRAHAM
RAYMOND CASE
PAT McDONALD

DOROTHY MCELENEY
JULIA LEWIS
WILLIAM GRAZADO
MARY MCDONOUGH

Sympathy is extended to Eleanor Morse on the death of her father on August 16.

Announcement is made of the engagement of Vicky Giovannucci to Kenny Kirk of East Walpole. Ken is employed at the Eastern Tree and Landscape Corporation.

Roy Springer, Shoe Carton Sales Manager, was honored on his thirtieth anniversary at Bird & Son with congratulations from his associates and a gift from his department.

Safety Engineer Frank Eisenhauer has so many departments to cover that even he gets confused sometimes. There was the day he phoned his office from somewhere in the plant and wanted to know where he said he was going.

In connection with the recent raise approved by the WSB, checks were issued for adjustment in overtime pay. Tom Grady received a check for a whole 5 cents. Soda is 8¢, coffee, 10¢. Perplexed, Tom blew himself to a newspaper.

Mary McDonagh of the Credit Union took a vacation trip up the Saguenay from Montreal and Quebec.

Mary Moylan vacationed at Falmouth, while not far away were Grethe Storkfeldt and Barbara Proctor at Buttermilk Bay.

Doris Reardon and Ethel Duncan both spent their vacations in Maine.

In the Industrial Engineering Department, they split about even on whether to go north or south for vacations. Chet Porter, John Phelan and Julia Lewis went south, to Swift's Beach, Onset and Brant Rock, respectively. Rusty Pulsifer and Chet Newell both chose Maine, while Steve Traudt went down on the farm to his place at Wakefield, New Hampshire.

Mary Ellen Rooks is the proud wearer of a lovely diamond from Franklin Hignett, formerly of the Cost Department and now with the Hotel Statler in Boston.

Bernice Woolley enjoyed her vacation visiting a friend in Rehoboth, Delaware, where daughter Claire was already on a visit.

Harriet Phalen was honored by girls in the Office with a shower at the Lafayette House recently. Harriet has set her wedding date to Jim Conrad, Roofing Salesman, for early in October.

James Dowling visited a number of beaches while on his vacation.

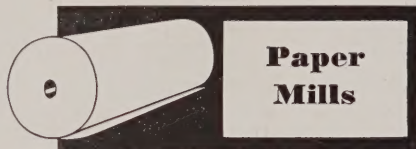
May Harper spent her vacation taking day trips.

Al Hargreaves went to the Cape, while Herbert Church spent his vacation in New Hampshire.

Christine Byrne recently received a lovely hope chest from her fiance, Alvin Nix.

Julia Smith traveled to Nova Scotia on her vacation.

Lawrence Lindblom went to the Cape, and Arthur Glastetter vacationed in Maine.



THOMAS FLOOD
EDWARD GERAGHTY
FRANK NYBORN
EDWARD WISNIEWSKI
EDWARD POWER

PETER GLEBUS
CHESTER AMBRUSKEVICH
CAROLYN DELANEY
NINETTE PETRONI
ELNA GOTTEBERG

We are all glad to hear that Bill Jackson of the Drafting Room is home from the hospital and is coming along well.

While on vacation at Old Orchard Beach, Ricky Maloof won a potato chip eating contest and the title of "Chip-Chip" girl.

Perley Mudgett and family spent the first two weeks of August on the Cape. Highlight was when Perley pulled in three stripers at the Canal.

Salvatore DelSignore and family vacationed for a week at Dennis.

We are all very happy to hear that George Barton and Francis Donlan are out of the hospital and doing nicely.

Congratulations to John Clancy, who completed forty-two years of service with Bird & Son on September 7.

Best wishes to Mary Lavorante, who is

wearing a beautiful diamond. Mary recently became engaged to Guy Pomponio of East Dedham.

Patsy Catenacci toured New Hampshire on his vacation in his newly acquired DeSoto.

Eddie Sullivan surveyed the local scenery while on vacation.

Thomas Flood and family spent their vacation taking day trips. Henry DeFlaminio did the same with his wife and son.

Mr. and Mrs. Lloyd Smith and family of Berwyn, Illinois, have been visiting her mother, Mrs. Lillian Jostin. Mr. Smith, who is now with the Sun Chemical Co., used to work at the Flooring Plant.

John DeCosta has his twenty-eighth Bird & Son anniversary this month.

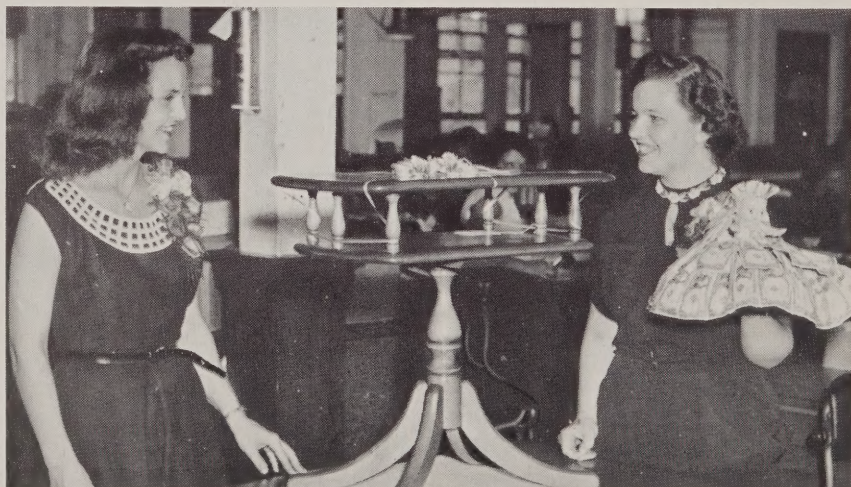
Paul Basilici and family spent their vacation at Plymouth.



JOHN P. WALSH
RAMONA CHICOINE
CATHERINE BELLEW
EDWARD PADUCK
KENNETH HOUGHTON

Our service men make the news this month. The latest from Donald Dyer, who came to work here after being a Messenger in the Office, is that he was expecting to head for Japan after his furlough. Donald, who was home in August, is in the Air Corps.

Francis Burns, formerly of Corrugated, has gone south—from North Carolina (Camp Lejeune) to South Carolina, where his Marine Corps outfit is now at Parris Island.



GIFTS FOR BRIDES-TO-BE. Office friends gave Jean Reid, left, the pretty, maple end-table, while Barbara Hawkes was presented with a doll cleverly dressed with dollar bills. These young ladies are now, left to right, Mrs. Albert J. Franklin, Jr. and Mrs. Albert St. Cyr. Both bridegrooms are employed at Bird & Son.



FIFTEEN YEARS MARRIED and very happy about it. Gus Hogan, No. 1 Box Shop, and his wife, center, were surprised on their anniversary by a group of neighbors who dropped in on them for an impromptu party. Left are Mr. and Mrs. Michael Baranowski and right is Ruth Phelan, wife of John Phelan of Industrial Engineering who took the picture.

Charles Farren, who worked in the Office, entered active duty with the 101st Radar Calibration Detachment of the National Guard last month. Lt. Farren is now at Commonwealth Army in Boston.

We all miss Carl Wurtzel and wish him a speedy recovery from his illness.

New chairman of the Girls' Bowling League for the Bird Club is our Helen "Quacky" Quackenbush.



No. 2 Box Shop

BARBARA COYNE
A. D. SMITH

JOHN MCGRATH
MARTIN J. SAULEN

Joe Foley (Bartley J., now that Uncle Sam has gotten hold of him) wrote us in August that he was stationed at Parris Island, South Carolina.

Carl Wenstrom spent his vacation at Kennebunkport, Maine.

Vaughn Allen repaired his car and also was down on the Cape.

Joe Ralkavich built a breezeway onto his new home during his vacation.

John Curran, who recently passed the 10-year mark with Bird & Son, has a profitable hobby — buying, fixing up and selling houses.

Several gardeners report trouble with their tomato crop this year. Have you tried frying those green ones?

Hokus Heikkila spent another week in Maine with the big blueberries and the small fish.

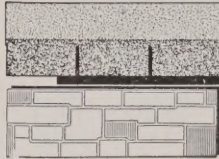
Vito Puopolo, after spending 10 days' vacation at Sun Canyon, New York dude

ranch, now has a new handle, "Wrangler Hi Ho Silver."

Mason Clark takes more than a passing interest in the weather, now that there's the problem of drying diapers on rainy days. See HATCHED column for announcement of the Clark heir.

Catherine Brady is reported doing fine after her operation.

Mary Cofsky spent her vacation taking a cruise down Maine way.



Norwood Roofing Plant

ARTHUR MCKENNA
LEONARD WEAVER
LOUIS SILVESTRI
JOSEPH NEVINS
JOHN HUTCHINS

ROGER PERCY
JOHN FOLAN
VICTOR NARCISO
JAMES MURRAY
WILLIAM STEWART

Ed Jones' vacation at Swift's Beach came to an abrupt end when he had to bring his boy back here to the Norwood Hospital for an appendix operation.

Stan Sallie as usual will spend the hurricane season (mid-September) at his mansion in Manomet.

Carroll Homan was going to do some painting around his house, but between the rain and the humidity, he was pretty well stymied.

Congratulations to Ed Lincoln on his new job as Sales Representative in Pennsylvania.

Whom should we find burning up the local highways this summer in an ancient (1931) Ford but our esteemed Maintenance Foreman Ralph Kemp. And neither Gabriel nor Dinah ever blew a better horn!

Primo Belloni, newcomer to the Granule Plant, is sporting a new Nash club coupe.

Bill Hall is the proud owner of a new Chevy club coupe. He and his family had a week at Buttermilk Bay and one at York Beach.

Howard Bearce and family vacationed for two weeks at Brewster on the Cape. What, no fish, Howard?

Charlie Fielder vacationed for a week in New York with friends.

At Camden, Maine, were Jack Bailey and his wife and aunt.

Ernie Zinkowski was away for two weeks at Priscilla Beach with his family.

Harold Taft spent his vacation way down home in Vermont.

Carl Hagblom and his wife spent a week down on the Cape.

Eddie Carberry and family had a cottage at Swift's Beach for two weeks. Nearby were Joe Savino and family at Buzzards Bay



CAMP PICKETT, VA. is where you'll find Pvt. James A. Michienzi. Jim used to work at the Norwood Roofing Plant and is the son of Frank Michienzi, also of the Roofing Plant. It was good to see him when he was home on leave recently.



HAPPY COUPLE coming down the aisle at St. Mary's Church, East Walpole after their wedding on June 23 are the former Joan White, daughter of Roger White of the Flooring Plant, and Melvin Doucette, formerly of No. 2 Box Shop. Melvin is now learning the printing trade at the Norwood Press. Mary Geary, an aunt of the bride, works at the East Walpole Office.

For Sale

Piano, upright. Located in Tower Room, East Walpole. If interested, call A. W. Smith.

For Sale

One white enamel, table-top combination oil and gas stove. Dual oven. Burners cleaned. Barrel and stand. Good condition. Call Walpole 513-J after 6:30 P.M.

Correction

An incorrect statement appeared last month in the notice of Alec Wilkish's death. Mr. Wilkish had made his home with Mr. and Mrs. William Thompson on Hartford Street, Norwood, not with the Comstocks, who also live at the same address. We regret this error.



JOSEPH FAMELI, Roofing Shipping Department, drove to Geneva, New York, this summer to visit his boy, Frank, in camp there. This picture was taken at the Air Base there.

and Herbie Snell at Sandwich on the other side.

Joe Zabrowski was in Maine this summer for his two weeks' vacation.

Mickey Lasky went way out West—to Pittsfield, that is.



BRUCE GRINDLE
JAMES CONNOLLY
CHARLES COBB
ROBERT TAYLOR
WILLIAM CHERRY

DOROTHY HAWES
SIDNEY DEYOUNG
FRANK KARSHIS
STEPHEN WOSNIAK
LEO PADDUCK

S. F. CAVANAUGH

Joe Jalea, retired, said good-bye to America for a while when he sailed on August 31 from New York for Italy, which he left thirty-seven years ago. He will be visiting his sister and his nieces and nephews at Catanzaro, down near the heel of the peninsula. Joe is looking forward to lots of figs and olives, which he relished in his youth.

Domenico Fruci dropped in the first week in August while home from Ft. Hood, Texas, on a 14-day furlough. He was wearing the shoulder patch of the 1st Armored Division and the green straps on his shirt, he told us, indicated that he belonged to a tank outfit.

We extend our sincere sympathy to Donald Hurd on the loss of the Plimptonville Dam Monster. This elusive creature, making its annual appearance, was hooked by Don, but even with the No. 3 Pullout winch, he was unable to land the wily one.

Although the seismograph at Weston College recorded a mild earthquake on August 20 at 3 P.M., it developed that the tremor was caused by the FFR bowling team holding its tryouts. Captain Mott warns that the league has gutter watch out for his entry this season.



DOMENICO FRUCI, who used to work in the Linoleum Department at the Flooring Plant and who now works for Uncle Sam at Fort Hood, Texas.

We at the Lino Department are sorry that Robert Barbaglia has been so ill at the Veterans Hospital at West Roxbury. We all wish you a speedy recovery, Bob.

John Grover has taken another step up the ladder. He is attending Officers' Training School for the National Guard at Ft. Benning, Georgia, and if successful in his four months' leave, he will be commissioned a second lieutenant. Good luck!

Probably the most interesting vacations were taken by Tony Abbruzzese and Sid DeYoung. They took in Atlantic City, Asbury Park, Coney Island and Times Square.

If you have anything that is absolutely no good at all, we've got just the man you need. Clarence Young is the new junk man.

Henry King was out of work for several weeks after an operation. We hear that he had a pretty rugged time but expects to be back to work soon.

Welcome to new employees in the Research and Flooring Labs: Harriet Dusty, Morton Port and Ralph Williams.

Phil Smith of the Research Lab said goodbye to his many friends here and has joined Uncle Sam's Navy for four years. His co-workers presented him with a purse on his departure.

Bill Anderson and Albin Vietze took a month's vacation and both had a grand time. Bill was at the Cape and Albin in Vermont.

We welcome Harvey Hayward back after a long siege of illness.

Art Wise took two weeks' vacation to drive to Ohio.

Francis Nevins spent his vacation at Sebago Lake, Maine. Says it's great country up there.

Sympathy is extended to Clarence and Gordon Russell, whose mother passed away in Kentville, Nova Scotia, recently. There were four generations of Russells at the funeral but at the time no one thought to take some pictures.

Raymond Boyden, Assistant Foreman, has returned following his annual three-week vacation.

Mariano Sciarpetletti sent us a card recently with best regards from Rome, Italy.

Postmarked on the anniversary of V-J Day, a card from Navyman Robert Clark



THAT LONG-LEGGED LAD standing beside John L. Milton of the Flooring Plant is his son, John A., who is stationed at Camp Flagler, Washington.

says his address is now c/o Fleet Post Office, New York.

Dick Ellis, back from two weeks at Rehame Beach, said the weather was so bad he had to buy foghorns for all the kids.

Joe Flaherty gave his new Dodge a workout this summer. He first went to Montreal and finally wound up down on Cape Cod.

We were sorry to hear of the sudden death of Joseph Sastavickas' mother.

Art Bent spent his third week's vacation touring Vermont and Canada.

Sally Deveney (now Mrs. Stanley Oblaczynski) was given a party before her marriage by co-workers at the plant. They presented her with a Toastmaster, thus insuring the quality of all future Oblaczynski breakfast toast.

Russ Webber went down to South Carolina this summer to visit friends at Camp Lejeune.

John Batulevitch spent his vacation at Dennisport.

Ernest Smith spent a week of his vacation painting his new house. Barn Red should be easy to find.

Al Haywood took another crack at harness racing on his vacation.

"Chief" Gordon Ginn, best fisherman in the Lino Department, tells about the record-size fish he caught. In boat—gets bite—big battle—pulls in—measures—a record! Then: Brings home fish—goes and gets friends. But where's fish? Looks in ice box. It's all cut up. "Believe me or not," he says, "it was this long before my wife cut it up."

Elliot Webber spent his vacation playing with those beautiful, prize English bulldogs of his.

Gus Mackys is riding around in a brand new Studebaker.

A hearty welcome to all new members of the Lino Department: John Long of East

Walpole, John Groh, Norwood, and Fred Picard, Clerk, from Norwood.

In the D. W. Field Golf Club (Brockton) championships, Paul Manning advanced to the semi-finals before being eliminated. Next year, we expect Paul will win the laurels.

It has been learned from Peter Karkota that there is a fisherman at large (in the same Plimptonville area where the Dam Monster eluded Don Hurd), who stamps on 9-inch bass in order to stretch them. Hmm.

Ronald Cook has already signed his 1952 Red Sox contract.

Mike Shea took a vacation plus a leave of absence. Mike really worked hard on that house of his and probably needed a rest.

Notes from Auburn, Maine

By HELEN LANE

We were very sorry to have Clarence Donahue leave Bird & Son to take other work, but our best wishes go with him in his new venture.

We now welcome Robert Carroll to take his place. We are sure the girls will like Robert very much, that is if he doesn't learn their names soon. We understand that in describing Rita Tremblay to Eddie Quinn, he called her the cute one.

Fern Champagne has been very busy of late giving home permanents on the side. Her sister, Gertrude Theberge, and Marjorie Sanborn look very nice, but Janet Walmsley is taking a ribbing about being a fuzzy top.

We hear that someone nearly blew Art

Lynch to bits with a bomb on his car. Art was very calm about the whole thing, spoiling the joke. Bet the joker won't waste another on him.

Ann Bannister has a new steam iron. Lucky girl.

Yours Truly has been much too busy to pick up any news this month. My thanks to those that did. Let's try and have more next month.

Almost forgot to mention that one weekend when Guy Houghton was home and invited Ted and me for a ride to his camp site, we very nearly had to walk home. The battery in his car caught fire. Next time I'll take my car!



Hatched

To Mason and Mrs. Clark (the former Marie Julius of the Main Office) a son, Mason Allen, on August 22. (No. 2 Box Shop)

To George and Mrs. Stine, a son, Kenneth Howard, on August 8. (Roofing Sales)

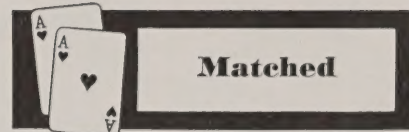
To Benjamin and Mrs. Beale, a son, junior, on August 20. (Box Sales)

To Albert and Mrs. Moore, a daughter, Paula Yvette, on August 21. (Chicago)

To Huey and Mrs. Humphrey, a son, Michael Huey. (Shreveport)

To Joe and Mrs. May, a daughter, Rhonda Joe, in July. (Waterloo)

To Sidney and Mrs. Weems, a son, Donald Keith, in June. (Waterloo)



Matched

Alder E. Shaw and Marion Palmeter, on July 26, at Grand Pré, Nova Scotia. (Power Plant, E. Walpole)

Albert J. Franklin, Jr., and Jean Reid, on August 19, at Our Lady of Sorrows Church, Sharon. (He of Norwood Roofing and she of the Main Office)

Albert St. Cyr and Barbara Hawkes, on September 1, at St. Catherine's Church, Norwood. (He of No. 1 Box Shop and she of the Main Office)

Joseph James Novak and Patricia (Pat) Murphy (Chicago Office) on August 18.

Stanley Oblaczynski and Sally Deveney (Flooring Laboratory) on August 18, at Blessed Sacrament Church, Walpole.

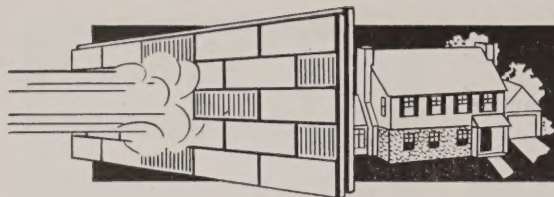
Philosopher

It was a judge in Chicago, we believe, who first voiced the following philosophy on the vanity of riches. "Money is not everything," said the judge. "Money will not mend a broken heart or reassemble the fragments of a dream. Money cannot brighten the hearth nor repair the portals of a shattered home." He paused, then added: "I refer, of course, to Confederate money."



ROUND-UP OF SOME OF THE GOLFERS who have been playing in the Bird Club Men's League this season. Front, left to right: Romeo Valerio, Tom Rogers, Paul Manning, John Woloshyn, Jim Hanley, John McDougall, Eugene Pudsey, Roland Peterson and Percy Spiers. Back:

John Hutchins, Ed Hutcheon, Dick Sprague, Joe Eppich, Jim Connolly, Ben Baranowski, Kenneth Rouillard, Arthur Mellin, Ralph Watson, Charles Sumner, William Dickinson, John "Franny" King and Roger Amadon.



Chicago Roofing Plant

STAFF: G. F. CAMPBELL, MATHILDA HANSEN, VIRGINIA O'BRIEN, JOSEPH BLACKMAN, MARTIN PEARCE

Chicago Chit Chat

Leroy Alsup received greetings from Uncle Sam and will spend the next couple of years touring at taxpayers' expense.

Marie Barra spent a short vacation in Bloomington, Illinois and Nashville, Tennessee.

Bernice Böhnke spent her two weeks in the State of Wisconsin.

We welcome two new Assistant Foremen, Robert E. Schinzel on No. 6 Machine and Ray C. Redell on No. 2.

Bob MacLeod's wife and family spent the summer in Wabeno, Wisconsin, while Bob kept bachelor's quarters in Chicago.

Arthur Mellin spent his vacation in the National Forest at Ludington, Michigan, and states that the best things in life are free.

Harry Brandau spent most of his vacation at Cedar Lake with occasional auto trips.

Bernie Van Brussell, Foreman on No. 4 Machine, spent the first week of his vacation lying around and taking it easy. By the second week, he couldn't stand the inactivity and built a veranda on his home.

We were all sorry to hear that Della Lyndon fell and broke her left arm.

Everyone in the office was sorry to hear that Nancy Bohlin's mother was so ill that Nancy had to take a leave of absence to take care of her.

Michael O'Grady of No. 4 Machine was drafted and reported for duty last month.

We were pleased to see all those who paid us a visit recently: Kenneth Widmeyer of Hoosier Home Improvement, Elwood, Indiana, visited the Plant with our J. W. Morgan on August 17. Fourteen salesmen accompanied Mr. Widmeyer. This group makes an annual visit to Chicago—a reward for their sales efforts on Insulating Siding during the year. This year they had lunch, dinner and attended the White Sox-Cleveland game.

A. J. Phillips of United Roofing Products of St. Paul, Minnesota, our wholesaler there, also dropped in for a visit in August.

On August 20, Mr. and Mrs. George W. Rowse were escorted through the Plant. Mrs. Rowse is Assistant Manager of the Roy H. Mecklem Co., Monaca, Pa.—our good dealer for many years. Mr. and Mrs. Rowse were on their wedding trip. Congratulations and best wishes to them.

We were glad to see Lois Cooper who stopped in to visit one day. She formerly worked as a Sales Correspondent. It was a big day for her as her Al was being discharged from the service that week after spending some time in Japan.



DAISY MAE STEPS SMARTLY to give John MacDonald of Flooring Finishing a rip-roaring buggy ride. John stops the traffic when he appears in town in this contraption.

Nancy Bohlin spent her vacation at "Home Beach".

We welcome Louis Mandle, our new Chemist, who joined us last month.

Margie Mulhall and Virginia O'Brien spent an afternoon recently at the ball game rooting for the "Go, Go, White Sox"—ladies' day of course. Incidentally, the White Sox lost, but it's still "Yeah, White Sox."

Marty Pearce spent his vacation up in Minnesota where he reports a good time despite poor fishing. Too much wind and rain.

George Campbell vacationed in Maine. Early reports indicated that it was cold and rainy. But he wished he had stayed in Chicago with its ideal climate—lots of heat and humidity. On second thought, though, that hot (yippee!!!) jacket Slick Chick Campbell has been sporting of late should do the trick.

Tony Soltan spent his vacation with his family. He took a day to be with his son at Camp Breckenridge in Kentucky and visited relatives in West Virginia and North Carolina. Tony has since received a telegram that his son has arrived in Germany.

The Blackman Brothers, Steve, Joe and Willie, had their father up for a two-week visit in July. The "old man" really enjoyed himself, this being his first trip to the "Big City".

We are all very pleased to have Willie Evans, who was in the hospital with a dislocated shoulder, back on the job again.

Rose Fox has been on sick list for several months, but will soon be able to be back at work.

Arthur Julian is going to open a pet shop soon. He has three dogs, a parakeet, a parrot, a pair of love birds and 54 canaries.

James Mason of No. 4 Machine has to buy only one birthday cake in June. His wife's, his daughter's and his own birthday are all in one week in June.

Leonard Miller spent his vacation with family in Michigan.

Jerry, Jr., son of Tennessee Sales Representative G. A. Sayers, has been sent to Korea from Tokyo, attached to the 25th Division.



— Reprinted from *Cosmopolitan*.

Flooring Clambake

LOCAL 385, Flooring Covering Plant Union, held its fourth annual get-together on Sunday afternoon, August 26, at the Eagles grounds in Norwood. Nearly two hundred enjoyed the huge clambake, featuring lobsters. Among the invited guests was Jack Graney of East Walpole, retired Watchman. The spread was catered by Clem Coughlin of Norwood, brother of plant employee John Coughlin. Happy Jack, professional piano player, furnished entertainment during the afternoon.

Responsible for the good time was Aldo Bertoni, chairman, and his able committee, Edward Parsons, John Blanchard and Louis Camelio.

After the Flood

FLOOD and its devastation this July in the Midwest caught the attention of the whole country. The radio and the press were full of stories and pictures. But for those who didn't see the waters rushing where dry land had been and didn't have to clean up the mess afterwards, it was all pretty remote, something that happened to somebody else.

This was probably how Bud Wil-

liams, Hal Hillyard and Charlie Makarevich felt until they saw that freight car. It was a big (50-foot) Atlantic Coast Line car and it was sitting up on the New Haven siding 'round the corner from the Main Office on East Street. The car contained nearly 60,000 pounds of Bird rugs, which had been consigned to Albert Mathias, distributors, of El Paso, Texas. When the flood hit Kansas City, July 13-15, this car full of Bird floor covering was holding over there in the Atchison, Topeka & Santa Fe yards. The water rose ten feet up the sides of that car and when it went away, it left the all-too-familiar muck and sludge, both outside and in. On its high red side, the car still carried those marks of dried mud when it got back to East Walpole two or three weeks later.

Messrs. Williams and Hillyard, representing Flooring Sales, and Makarevich, Traffic—if they had never seen flood damage before—knew now.

The car had been returned by the insurance company to original place of shipment. That was how Sales and Traffic got involved. The buyer in El Paso had insured the consignment, so neither he nor Bird & Son suffered any financial loss. Since the flooring was no longer "A" goods, the insurance adjuster took care of its disposition.

Good Luck, Ed

EDWARD L. LINCOLN is now one of the traveling brotherhood since he recently changed his job as Application Specialist at the Norwood Roofing Plant and became a Salesman. His friends couldn't let Ed move way off to Pennsylvania, his new stamping ground, without doing something about it. So, of course they had a party. And they gave him a very appropriate present for a fellow who will be on the road—a cowhide traveling bag.

The party, engineered by Bill Price, was held at Brook Manor. Ed's Lab associates, men in the Roofing offices and foremen came. Ed had been around since 1923, with the exception of a year or two back in the forties. They all wished him good luck. They knew if anybody knew Bird building materials, it was Ed Lincoln.

Present at Ed's send-off were: Frank Reynolds, Bill Wright, Stan Sallie, Ed Hiller, Carroll Homan, John Lukko, Bill Price, Len Weaver, Doug Eames, Dick Arling, Jim Hanley, Les Tarbell, Bill Smith, Ed Jones, Roy Walton, Nelson Bartlett, Ralph Kemp, Charlie Seavey, Stan Phillips, Jim Weir, Nick Radzwill, Jim Mack, Ernie Zitze and Howard Bearce.



THE ARK AFTER THE FLOOD probably had no such high water mark as this freight car shows, ten feet above ground, after it had been through the July flood at Kansas City. Back on dry land at East Walpole, the car and its load of Bird flooring are investigated by Sales and Traffic Departments. Charles Makarevich, in the large

picture, explains the Traffic angle to Eleanor Garland of the Review staff. Inset shows Traffic man Makarevich, Harold Hillyard of Flooring Sales and Ambrose Feeney, Freight Agent at East Walpole for the New Haven Railroad.

Shreveport

News and Views

STAFF: LUCILLE MCMURTRY, D. L. OLIVER, JR., WILLIE L. SMITH, FRANK MARKHAM, CYRIL WILDE, EDWIN SOMPAYRAC
RICHARD POTTER, Photographer

Free Chest X-Rays

THE Shreveport Tuberculosis League's Mobile X-ray Unit visited our plant August 15 and 16. While we do not know how many employees availed themselves of this free chest X-ray as all records and results are kept confidential, we hope there was a large number.

Annual chest X-ray surveys of the industries and business firms in Shreveport do a great deal of good in finding early tuberculosis before symptoms show up in apparently healthy people. In the 1948 survey, one of our employees was found infected. Undoubtedly he saved himself a lot of suffering and money by being informed of his condition long before he would have known it from symptoms such as loss of weight and cough.

Season Ends

THE Bird Ball Club ended the season winning only four games, one of them a forfeit. However unsuccessful the season was, the team did learn one important thing, that is how to lose and be good sports, knowledge which comes only through experience.

During the recent chicken dinner given to the Ball Club by L. L. Williams, Dick Doiron had the floor, as usual, and was describing a red hot poker game that he had witnessed a few weeks before. He said that there were only two players left in this particular hand and one had FOUR kings. Seeing this, he bet everything he had and laid his hand down face up. Reaching for the pot, his opponent laid a straight royal flush down beside it, taking the pot himself.

C. F. Chandler, sitting close at hand, said, "Hold it a minute. How can you have four kings when a straight royal flush contains a king?" Windy said, "Oh!" and turned red. "Anyway, it was a good story," he added.



MOBILE X-RAY UNIT from the Shreveport Tuberculosis League visited the Bird & Son plant last month. Standing near the door is W. T. Eason, then, Leon Taylor, Leo Hogan, G. B. Brown and H. L. Bryant.

Shreveport Speaks

We saw T. D. Blanchard briefly during August when he stopped by the plant on his way to and from the Ozarks. When questioned, his only report was "the weather was hot. I should have stayed in Texas." Although Mr. Blanchard is one of the most ardent of Texans, we are sure this outburst was occasioned chiefly by the fact that his new home in Houston is air conditioned.

"Red" Houston has announced his plans to spend two weeks in August with his family travelling to Washington, D. C. and New York City. At last reports he had not decided whether the trip would take him to East Walpole. We hope to hear that he was able to extend his trip into Massachusetts.

We were sorry to learn that Charlie Patterson's little grandson is a victim of polio.

As guest reporter, I would like to comment on an article which appeared in the Review recently. There appeared in this copy a picture of two men from the Shreveport Plant ("Dude" Davidson and William Winkler) and under this picture was written "Pictured above are two EXPERT fishermen with one of the strings of fish they

caught." The only thing wrong with that picture is that the two "expert" fishermen are not present. They are MRS. Davidson and MRS. Winkler. Not too long ago Mrs. Winkler went fishing and caught a nice string of white perch. She brought these fish to the plant where William was working. A picture was taken of him holding the string of fish. At the time the aforementioned fish were caught, Dude and William were on a fishing trip with Mrs. Davidson and Mrs. Winkler. I wonder who really caught the fish. I know whom I would bet on. I just heard that Mrs. Davidson has caught a three-pound and a four-and-one-half-pound bass in the past two days.

Some of the boys in the mill say it isn't very funny to be in the same boat with Dick Potter when he catches a bass, but it is really an experience.

We all join in extending our sincere sympathy to H. B. Beauchamp in the loss of his father, August 10.

A. C. Sheppard is now on vacation and enjoying a trip to Hot Springs.

We were all so happy to see Al Creglow back from the Marines. Al says he will be back at work in about two weeks.

The Shreveport weather is really a news item — 10 out of the past 12 days have all been above the 100° mark.



WILLIE TAYLOR'S CHILDREN. Standing behind the birthday cake baked for Beverly Joe, now two years old, are Wanda Jean and Donald Wayne, and in back, Gayle and Willie, Jr.

With Ed Sompayrac on vacation in Colorado and Frank Markham vacationing in parts unknown, the domino games have been very quiet this week. Dick Potter has been making the fourth player and — winning yet!

Wynn McPherson became a grandma for the third time the first of August.

B. P. Soward spent three weeks in Canada fishing. He returned looking very rested and reports that they caught all the fish that they were allowed to catch every day.

Someone should advise "Dude" Davidson that the bass fishing contest rules require catching the bass on an artificial lure. He showed up last night to go "allegedly" bass fishing with a bucket of worms.

Juanetz Bruce spent her two weeks' vacation trying to keep cool in Shreveport swimming pools and long rides around Cross Lake. She reports that the only thing wrong with vacations is that they only last two weeks.

Billie House has a new (to him) Rocket 88 1950 which he is driving to work.

The Big Bass Contest has finally got one entry. Mode Myers caught a 4¼-lb. bass in Cross Lake recently.

Edwin Sompayrac and Kavat Loe passed a filling station one day not long ago and saw a boat and trailer for sale. They counted their coins and immediately purchased it. So they thought, it was ready to float, but with all the work they did on it, we wonder. They wanted to really try it out and talked the Coca Cola Salesman, Gene Wolking, into taking his 7½ HP motor out one day. Ed and Gene sailed out across the lake to the middle and the motor gave out on them. The new paddle that Ed had bought was in his car on the bank, and while Kavat sat on the bank beside his motor they had discarded and watched, Ed and Gene "paddled" back, with a broken stick and an oak board. One

thing about it, the boys had plenty of blisters in their hands to display!

Ollie Sherburne started his vacation the week of July 16 with the avowed purpose of painting his house. At the end of the week — at 7 P.M. Sunday night to be exact — he had completed two sides, or one-half his goal. Monday morning bright and early Ollie was back at work. He explained that the balance would have to wait until fall because after all, painting in sunshine with the temperature hovering between 95 and 100 is not too invigorating a pastime. He reported that regardless of the fact that he consumed somewhere in the neighborhood of 50 gallons of water, milk, cokes and orange juice during the ordeal that he lost 5 pounds in weight. If you know Ollie as we do, you know that is something he could ill afford to do.

The Shreveport Editor takes this opportunity to thank the substitute staff members for their co-operation and "fillin' in" right at the last moment on such a short notice.

Allergies

(Release by Norfolk County Health Association, Quincy, Mass.)

For some people this season means watery eyes and nose, nostril-tickling sneezes, and congested breathing. They call it hay fever, which is an allergy (unusual sensitivity to substances ordinarily harmless to others) due to the ragweed pollen. These same symptoms characterize numerous other year-round allergies. Allergies not only frequently produce disturbances in the respiratory organs, but also in the digestive system or the skin.

Of the total field of known allergies, the most common are hay fever, asthma, stomach and intestinal disorders, eczema, hives, and other skin irritations. Exhaustive tests are often necessary to discover a person's particular allergy. Specialists do not believe that allergies are hereditary, but that a person can inherit a tendency toward them.

The substances that produce allergies are called allergens. When they enter the body either by swallowing, inhaling, external contact, or by injection (drugs, serum), they produce an irritation in susceptible tissues, causing the blood vessels to dilate and the tissues, which they supply, to swell.

Typical allergens are:

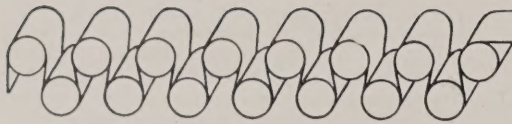
- Pollen, house dust, strong fumes
- Tiny particles of skin, hair or feathers shed by dogs, fowl, or other animals
- Various foods — eggs, milk, wheat, nuts, fish, seafood
- Drugs, serums, fungi
- Dyes, perfumes, plastics and numerous other chemicals used in home and industry.
- Bacteria in a person's body
- Insect bites or stings (bees or wasps)
- Heat, cold, or sunlight

If the allergens can be identified and removed from the patient's diet or surroundings, an immediate cure may follow.

People with severe allergic tendencies should observe a few important "don'ts." They should not expose themselves to drafts and cold air. They should avoid dust, strong fumes, and frequent contacts with drugs, cosmetics, plants, and similar items. On the positive side, they should consult a physician. Frequently, a doctor can cure an allergy. In most cases, he can give welcome relief. If you haven't tried, ask him.



GUEST REPORTERS. When notices for Review news reached Shreveport, four reporters were on vacation. A staff of "guests" was appointed, sitting here with Lucille McMurtry and Cyril Wilde, regular Review writers. From the left: C. B. Wilde, Joycelyn Wilson, Lucille McMurtry, P. O. Johnson, Anne Eddy and Wilton Guice. (And a fine job they did, too. Ed.)



Phillipsdale Plant

REXFORD H. SALISBURY
MANUEL OLIVER

DAVID S. LOWRY
ARTHUR TRUDELL

LESLIE E. HOWARD
ROBERT CROWLEY



LARGEST MAN AND SMALLEST CAR make an interesting combination at the Phillipsdale Plant. Ed Boisvert is proud of his new Renault and enjoys the excitement which he and his car seem to stir up whenever the two of them get together.



REMEMBER WHEN. Here's an old-time picture taken just twenty years ago. It shows Paul Hamel, center, and Edward Boisvert, right, of Phillipsdale with another friend. Someone has unkindly suggested that Ed's bathing suit certainly wouldn't fit him now! (See picture of Ed in his new Renault.)

Safety Committee

New Phillipsdale safety committee members for the last six months of 1951 have been appointed as follows:

DPHT	John Harrington
DPC	Joseph Borges
DPP-B-L	Albert Carlson
	Charles Waterman
	William Callan
DPV	Joseph Fisher
	Walter Varley
DPR-E	Leon Eatough
	Manuel Paiva
	Russell Medbury
	Antone Alves
DPX	Vernon Stromberg
	Antonio Pimentel
	Albert Farrell
DPIF	Daniel Hourihan
	Antonio Reis
DPI	Henry Gibb
	Philip Zompa
DPM	Russell Weddell
	William Queenan
	Frederick Matthews
Insp.	Richard Carlson
	Edmond Godin

Phillipsdale Notes

As far as we know, Clarence Henriques has the long distance vacation record, driving with his sister to California. John Conley went to Winnipeg by way of Wisconsin

and Michigan. Ed Vatcher went to Newfoundland where he enjoyed two weeks of salmon fishing.

Enar Peterson spent his vacation straight-

ening up things in his new home. Arthur Turner, Russ Medbury and Manuel Alves also spent their vacations at home.

Manuel Paiva put in considerable time working on his new summer home at Jamestown.

Freddy Matthews gave his new car a try-out going to Canada. Joe Wynne and Charles Anthony spent some time in the mountains of New Hampshire.

Leon Eatough traveled through upper New York State and then around through Long Island.

Manuel Oliver, Paul Knight and Florence Hussey went to the Cape.

Lucien Alix spent his vacation at home sick. We hope that by the time this is written he is recovered and is back to work again.

Arthur Hipolito is sporting a newly acquired Packard.

Phillipsdale Sports

Golf

The Bird team in the East Providence Industrial League won top honors and are to be congratulated on a good showing. The regulars headed by Captain Bill Kanoski, Charlie DelValle, Phil Gordon and Fred Pierson made a good showing all year long. They were ably assisted by Joe McBride who substituted on occasions.

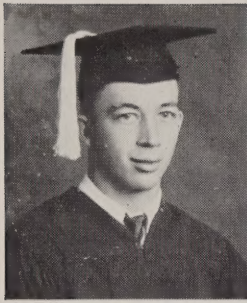
Bowling

The interplant bowling league is just about ready to start. We expect to have six teams as we had last year, bowling once a week starting at 7:00 P.M. Last year was the most successful year we ever had. Those who do not take part are missing something. You don't have to be a good bowler to have a good time. If more men are interested, more teams will be put into the league. See Manuel Oliver.

Protect Your Child

Burns and scalds are a major cause of deaths and injuries among children. Most fatal and severe burns could be avoided if parents taught children the danger of fire and boiling liquids. Where there are very young children, matches and lighted objects should always be kept out of their reach. It is wise, too, in cooking to use the inner burners of the stove rather than front burners which the little ones might be able to reach.

June Graduation in Arkansas



George W. Herring
Willisville High School
Son of
Herbert Herring,
Waterloo
(George now works
for Berry.)



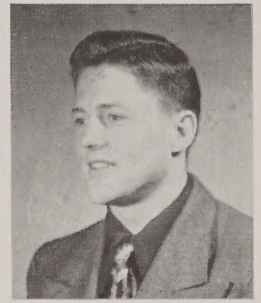
Mrs. George W.
Herring
(The former Bobbie
Jean Oswalt)
Willisville High School
Daughter of
W. H. Oswalt,
Waterloo
Bride of George W.
Herring, left



Mrs. Marvin Murry
(The former
Yvonne Bailey)
Willisville High School
Daughter of
Robert Bailey,
Waterloo
Bride of Marvin
Murry, new Berry
office employee



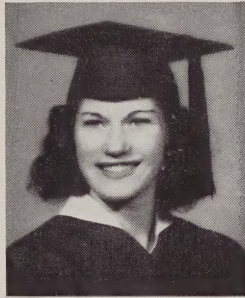
Kenneth Dixon
Willisville High School
Son of
Lloyd Dixon, Waterloo



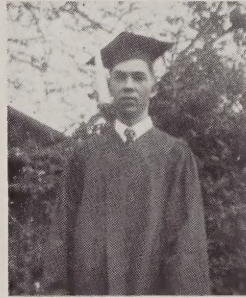
Fred Arnold Simpson
Willisville High School
Brother of
Mouzon Simpson and
Pascal Simpson,
Waterloo



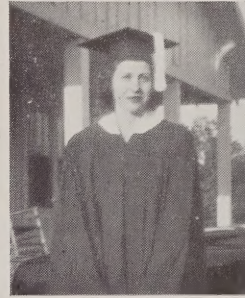
Christene Brasher
McNeil High School
Daughter of
Ernest Brasher,
Stephens
(Twin of Ernestene)



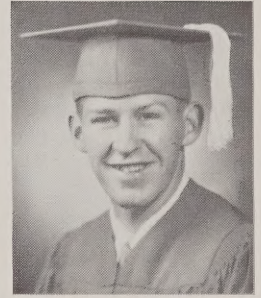
Ernestene Brasher
McNeil High School
Daughter of
Ernest Brasher,
Stephens



Roger Lee Bailey
Willisville High School
Son of
Paul Bailey, Waterloo



Dorothy Ann Bailey
Willisville High School
Daughter of
Alton Bailey,
Waterloo



John Ben Byrd
Stephens High School
Son of
David S. Byrd,
Stephens



Waterloo Notes

By PEARL MCGUFFIN

WE are pleased to be back in the news after a long absence. A lot has happened to various employees and as time goes on, we will catch up on news and gossip.

Pictures of the June graduates of the Willisville High School whose fathers are connected with Berry appear in this issue. We want to mention that Ronnie Dixon, son of Otis Dixon, should have been included but we were

unable to secure a picture in time and it will be carried later.

WEATHER: Extremely hot with temperatures soaring to 103 some days. Also very dry and dusty, but there are advantages to all types of weather in this vicinity. For instance, now we are getting our streets graded, widened and oiled. Maybe strangers coming in will not be so prompt to comment on the fact that a company making road building materials has almost impassable roads into their plant. (This is a case where "the truth hurts".)

SPORTS: Morgan Moore is the idol of the younger generation in Waterloo. Each evening he coaches the children, ranging in ages 6 to 14, in basketball, football, baseball, softball or whatever the season calls for. Morgan is doing a good job of teaching sportsmanship as well as helping entertain them.

DAN CUPID: Since our last writing all of our eligible bachelors have been captured except Mouzon Simpson. Mouzon must be lonesome in a class all by himself. The most recent wedding was that of Wilson Murry. Joe L. May and Ober May were

both married over a year ago. Incidentally Joe and Ober are brothers.

WELCOME: To the Carl Bergers who recently moved to Waterloo. We are happy to have them in the community and to have Mr. Berger as our new Superintendent.

To Marvin Murry who is employed in the office during summer vacation. He will leave in September to resume studies at Magnolia A. & M. College.

To Herbert Fore, former employee, who has been rehired.

To Aris Atkins, former employee, rehired. To Alton Hodge — transferred from Stephens.

To George W. Herring, new employee on the Lease.

COMING AND GOING: Returning from vacation — Ausie Tomlin and W. H. Oswalt.

Auburn Baccus and wife left today for vacation.

Quay Biddle and wife just returned from a vacation in Oklahoma. Quay said it was sure nice to get back to Waterloo.

(Continued on page 18)

Waterloo Notes

(Continued from page 17)

The S. R. Wards took a two weeks' vacation through parts of Colorado, Wyoming, Texas and Mexico. They took camping equipment and caught up on fishing while in Colorado.

W. H. Huffman took a week's vacation and said for the first time in his life he took a real vacation — just eating, sleeping, reading, radioing and fishing on days he was in the mood. What a life!

John Savage has just returned from a vacation and it must have been similar to Huffman's as he stayed home all week.

C. T. Rollings and family vacationed in New Orleans.



AS CUTE AS THEY COME. Janet Gail Waters, six-months-old daughter of Mr. and Mrs. Jack Waters of Stephens, Arkansas. Jack is employed in the Pipe Line Department of the Stephens Plant.

Herbert Marlar and family spent several days in West Texas while on vacation.

Joe May took a week's vacation and stayed home to rock the new baby.

Sidney Weems did likewise for little Donald Keith.

The T. A. Magees spent a week in Little Rock as they do all their vacation time since the new grandbaby arrived.

NEWS AND VIEWS: The building bug has bitten several of our employees.

James "Jim" Dixon has just about completed a new home in Waterloo. It is very pretty and adds much to the community.

James Prescott and Roscoe Williams are building new homes in Rosston.

Dewey Rhodes, who is building a new home on his farm several miles from here, said if he had been as wise before he started as he is now, he wouldn't be living in the 'rater house. (Just imagine having a potato house fine enough to live in.)

T. A. Magee is adding to and improving his present home.

Brice Martin has acquired a farm and has gone into the cattle business, a very profitable side line with the present high beef costs.

OLD GLORY'S CORNER: W. A. Young, on military leave, spent a month

in Waterloo on furlough. He had just returned from the Bikini Island where he was stationed most of the time at Eniwetok during the time they were testing the hydrogen bombs. Exciting! He is stationed at present at Ft. Monmouth, New Jersey, but will return to Eniwetok in February.

LOST AND FOUND: Lost, strayed or stolen, one raccoon, a pet of the Dixon children. Anyone with any information concerning its whereabouts, please notify Fred Dixon. **REWARD — \$1.00.**

Children of Waterloo employees who are planning to continue their education this fall after completing high school in June are: Loyd Dixon's son, Kenneth, to Magnolia A & M College; Alton Bailey's daughter, Dorothy Ann, to business school; and Paul Bailey's son, Roger Lee, to business school. Mouzon and Pascal Simpson's brother, Fred Arnold, is planning to enter Magnolia A & M College.

Magnolia Notes

We are welcoming three new girls in the office. Mildred Hart has replaced Dessie Foreman in the Payroll Department. Avenell Willis is replacing Betty Miller, who is on sick leave. Helen McWilliams took over while Stella Hines was out because of an operation. At this writing Stella was doing nicely and expected to be back in September.

Stephens Notes

By DAISY RODGERS, ALVIN MALONE AND LAWRENCE RODGERS

Berry Asphalt Company's annual safety barbecue was held June 13 at Roberts Lake, Stephens. Around 300 employees, their families and guests attended. The Stephens Fire Department were the honor guests of the evening in appreciation of their part in controlling the recent fire at the Stephens Plant.

Robert Crank not only has a '51 Chevrolet, but is also a bachelor.

Lawrence Rodgers has been appointed Industrial Fire Chief of the Stephens Plant.



PLAY BALL. William Randall "Hot Rod" Johnson is following in his dad's footsteps. It's a wonder he didn't make the Bird team this year at the Shreveport Plant.

He plans to have at least two regular fire drills each month in order to train employees better in the use of fire fighting equipment.

We are glad to have Marcus Morgan back at work after several months' absence.

John Ben Byrd, pictured with this issue's group of June high school graduates, is planning to enter Southern College at Magnolia. As a junior in high school he was sent by the American Legion to Boys' State at Little Rock. He was president of the high school Student Council, vice president of the senior class and played the baritone horn in the school band his last year. He sang tenor in a quartet sponsored by the business men of Stephens. Programs were broadcast over station KVMA, Magnolia. John was also a forward on the Stephens Oilers basketball team.



NEW HOME OF ZUMA AWBREY and family at Magnolia, Arkansas. Zuma says the address is 100 Hazel Street and friends are always welcome. That's daughter Betty standing near the front door.

Stephens Refinery Has New Manager

C L. CRENSHAW, who has had years of experience in the oil industry, was named manager of the Stephens Plant of the Berry Asphalt Company on July 16.

Mr. Crenshaw was born in Oklahoma, lived twenty-one years in Arkansas, ten in Texas, fourteen in Kansas and the balance in various places. He was graduated from high school at Fort Smith, Arkansas, and attended the University of Arkansas at Fayetteville for two years, when he left on account of the death of his father. After two years in railroad traffic departments and eight in the coal business, C. L. Crenshaw entered the oil game in 1922 with the Henderson Company at El Dorado, Arkansas. They were casing-head manufacturers and Mr. Crenshaw was their office manager. The next year he joined the Ouachita Valley Refining Co. in the same place where he stayed for twelve years, becoming sales and general manager. When that plant was shut down he went with the Lake Refining Co., Gladewater, Texas, for two years.

In 1937, Mr. Crenshaw began his work with the Shallow Water Refining Co., Garden City, Kansas, as general manager. At the time of his resignation from this company in 1951, he was vice president and sales coordinator.



C. L. Crenshaw

Clayton Crenshaw and his wife, Verna, have two grown children, both married, and five grandchildren. Their son is a testing engineer at Boeing Airplane Co. at Wichita, Kansas. Their daughter lives at Muskogee, Oklahoma.

Mr. Crenshaw holds membership in the 25 Year Club of the Petroleum Industry. He is a member of the American Petroleum Institute, the IPAA, the National Oil Scouts, the Landmen's Association and the Elks Club. His recreation is fishing and his lifetime hobby has been, appropriately, the study of geology.



Reprinted from Cosmopolitan.

First Aid Classes

COOOPERATING with the American Red Cross and Civilian Defense authorities, Safety Engineer Frank V. Eisenhower is conducting first aid classes in the Massachusetts plants. The Main Mill class finishes its course the end of September. In October, Mr. Eisenhower, who holds the instructor's certificate, will start a new class for men at the Flooring Plant.

Instruction emphasizes the control of bleeding, the stimulation of breathing and what to do about poisoning. Mr. Eisenhower says a first aider must know what to do if these fundamental problems arise. Those who successfully complete the course are awarded a certificate by the Red Cross.



FIRST AID CLASS at the Main Mill meets every week for instruction by Frank Eisenhower, Safety Engineer. Starting from the left: Benjamin Palleiko, No. 1 Box Shop; Francis Gilmartin, Power Plant; Martin Fisher, No. 2 Box Shop; John Seastrand, Paper Mill; Stuart Farris and Edgar Bigelow, No. 2 Box Shop; Kimble McEwen, Paper Mill; Donald

Brennan, Maintenance; James W. Loring, No. 1 Box Shop; John Zambella and James Schuller, both from the Finishing Mill, and Instructor Eisenhower. Class members not present are James Barnes, Albert Gilmore, Perley Mudgett and Charles Rafuse.

William A. Gordon

WILLIAM A. GORDON, who retired from the Norwood Roofing Plant in August 1948, died suddenly on August 10 while visiting relatives in Vancouver, British Columbia. As he had been in very good health, his death came as a shock to all who knew him.

Mr. Gordon's service with Bird & Son started in July 1920 on No. 1 Roofing Machine. Two years later he transferred to the job of Still Man and remained on that work until retiring on September 27, 1948. After retirement, he and Mrs. Gordon moved to Warner, New Hampshire. After the death of Mrs. Gordon in 1949, he returned to live with his daughter, Mrs. William Anderson, on Union street, East Walpole. He left East Walpole May 15 for the trip to British Columbia where he visited several brothers and sisters whom he had not seen for more than forty years. He had already planned for his trip home when death occurred.

Services were held at the Union Congregational Church, East Walpole, on Friday, August 17, at which many Bird & Son friends were present. Bird & Son men who served as bearers included Samuel Hunter, George Murray, Albert Smith, and Peter Taggart.

Surviving Mr. Gordon are two sons, Robert of Mansfield, and William of California, and a daughter, Mrs. Wil-

liam Anderson of East Walpole, seven grandchildren and two great-grandchildren, and several brothers and sisters in British Columbia.

Joseph Trusewicz

JOSEPH TRUSEWICZ, a Packer in the Corner Piece Department, Norwood Roofing Plant, died August 21 after an illness which had kept him from work since early in July. He had been in poor health for several years and had requested retirement just before he was taken sick.

Mr. Trusewicz's service with Bird & Son dates back to May, 1927. He had always worked at the Norwood Roofing Plant, first in the Finishing Department for ten years and then for another ten years on No. 1 Roofing Machine. Since 1947 he had been in the Corner Piece Department.

Services were held August 23 from the Paul H. Kraw Funeral Home in Norwood with a requiem high mass at St. Peter's Church, South Norwood. Surviving him are his wife, Vincenta, two sons, Edward and Henry, a married daughter, Mrs. Adele McCarthy, and two grandchildren, all of Norwood.

Acknowledgments

Thank you sincerely for your kind expression of sympathy. It was deeply appreciated and is gratefully acknowledged.

Mr. and Mrs. Eugene Lunderville
Mrs. Vivian McClenning
Mr. and Mrs. Wilmer C. Wiggin

To thank you for your kindness and sympathy at a time when it was deeply appreciated.

Eleanor J. Morse

Thank you sincerely for your kind expression of sympathy. It was deeply appreciated and is gratefully acknowledged.

The family of the late
William A. Gordon

We wish to acknowledge with thanks the floral offerings sent to our mother's funeral from Bird & Son, inc., the Union and the men of Flooring Shipping.

Clarence Russell
Gordon Russell

This is to acknowledge with sincere thanks the kind expression of your sympathy.

John Sastavickas
Mr. and Mrs. Joseph Sastavickas
John Savis

This is to acknowledge with sincere thanks the kind expression of your sympathy.

Mrs. V. Trusevitch and Family



KEITH AND KENNETH, ten-months-old and three-and-a-half-year-old sons of Nelson Urquhart of the Flooring Print Machines.

Girls' Bowling

By HELEN QUACKENBUSH, Chairman

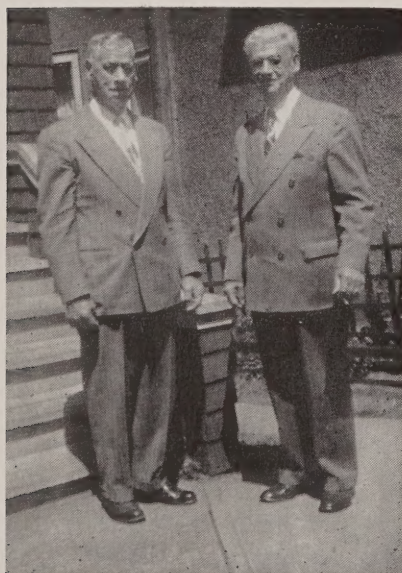
ARRANGEMENTS have been made with the Norwood Sport Center for the Girls' League of the Bird Club to bowl Tuesday nights at 6:30 this coming season. October 2 will be opening night.

In place of pin boys, the alleys are now equipped with new automatic set-ups. These should enable the teams to move right along and make a difference in the scores. Next month we'll tell you more.

Remember - ONLY YOU CAN
**PREVENT
FOREST FIRES**



USE IT!



TAKEN IN VANCOUVER, this picture shows William Gordon (right) shortly before his death. Mr. Gordon, retired employee, died in Vancouver last month while visiting relatives. At the left is his brother Alec whom he had not seen for over 40 years.

Employee Orders of Floor Covering

THE following notice has been sent to all Bird & Son employees at the Massachusetts plants and Phillipsdale under date of July 19. This makes the regulations for the purchase of floor covering conform more closely with regulations that have been in effect for some time regarding the purchase of roofing products.

Effective immediately orders for flooring material will be accepted only if the material is for YOUR OWN USE at YOUR OWN PLACE OF RESIDENCE. The order form which you sign when ordering material states that "material will be sold to employees only for their own personal use". Orders covering material for gifts or for your friends and relatives will not be accepted.

In order that the privilege of purchasing material as outlined above be not abused records will be kept at the main office of each employee's purchases. Evidence that material is used elsewhere than at the purchaser's own place of residence and for his own use will mean that he will no longer be permitted to purchase material under any conditions.

It will also be necessary to put other regulations into effect as follows:

1. PHONE CALLS MADE TO DETERMINE THE STATUS OF AN ORDER MUST BE DISCONTINUED. No special attention will be given to any order. Orders will be filled in the order of receipt and in accordance with availability of material. If there is to be a delay beyond the time normally needed to fill your order you will be notified.

2. No changes can be made in an order after it has been entered except to substitute an available for an un-

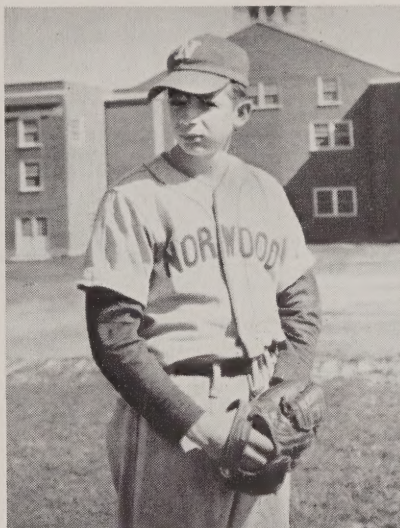
available pattern. In such a case you will receive a notice which will give you the privilege of making a change.

3. No additions to an order will be accepted at any time. A new order must be entered if additional material is wanted.

4. Enter a separate order for "A" goods. Junk and seconds can be ordered together.

BIRD & SON, inc.

7/19/51



DICK BUNKER, sixteen-year-old sophomore southpaw and one of Norwood's best pitching prospects in recent years. His proud dad is James Bunker of the Flooring Shipping Department. Dick recently made headlines in the Boston Globe in an article which told how he is developing the same pitching style as Warren Spahn of the Braves. He gets his instructions direct from Spahn, himself, by watching him either in person or on the television screen. Dick's method has paid off. This year he was named All Scholastic pitcher in the Bay State League, the only sophomore to win such an honor.

Johnny Get Your Gun

THE Tri-Mill Sports Club has resumed its shooting program for the third consecutive year and will again offer the N.R.A. approved course in basic rifle shooting to all Massachusetts employees.

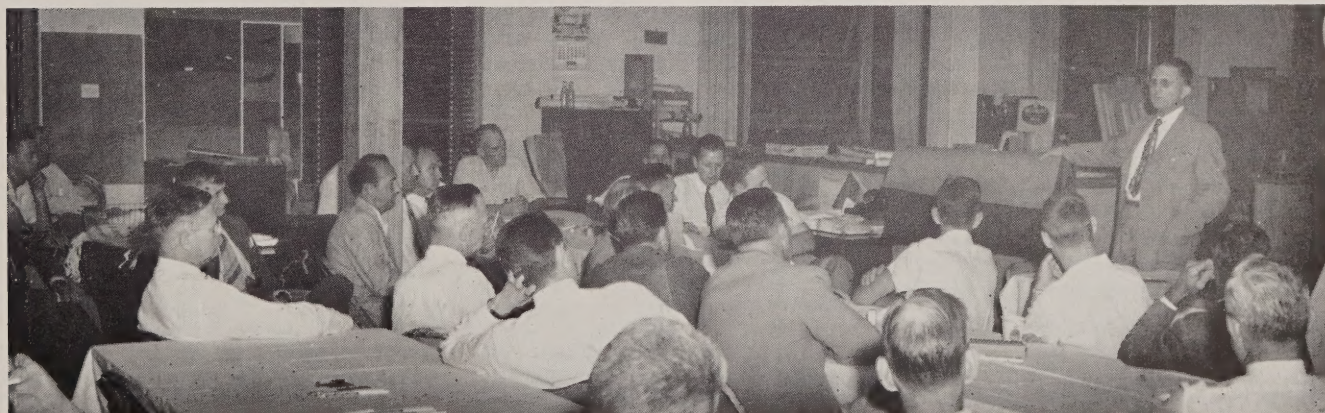
The course covers all phases of target rifle shooting and should be of particular interest to men of draft age who would like some pre-induction training.

It is also hoped that a larger group of the fair sex will participate this year. Then it will be possible to stage matches between the Annie Oakleys and the Deadeye Dicks. Many adults never had the opportunity of enjoying rifle shooting in their youth. This course will give them a chance to discover the thrill and develop the skill necessary for keen shooting.

The rifles, targets and necessary ammunition and instruction will be furnished for \$1.50. The N.R.A. certificate will be issued when the course is completed.

The classes will be conducted weekly at the Norwood Municipal Building attic range on Thursday evenings. It is not necessary to attend every weekly meeting. The course of instruction will be staggered if necessary so that all phases of theory and actual practice will be completely covered. This arrangement will give shift workers the chance to take this course.

If you are interested in enrolling, send your name and department to Larry White, FFN. You will be notified when to report for class.



DEALERS' MEETING at the H & S Lumber Co., Charlotte, North Carolina, August 10, brought 102 men together for barbecue chicken and a talk by Southern Division Sales Manager J. H. VanHoy (standing) of the Bird & Son Building Materials Division. Sales Representative B. L. Sears, who sent in the picture, noted that in the group were contractors, three FHA men, mortgage loan men and a banker, as well as H & S men and out-of-town dealers.

A picture like this shows two sides of a salesman's job. There's the more glamorous aspect where the salesman is a recognized leader in the business world—like here. Then there's the other side—the hours and hours when other men are sitting home with their TV programs, while the salesman after a full day is still plugging away at the job—also like here.



HAPPY ANNIVERSARY TO CHET PORTER. Seated, from left: Elizabeth Gleichauf, Julia Lewis, Roxy Coburn, Eleanor Garland, the new 25-year man and Isabel MacLeod. Standing: Robert Patterson, Russell Tupper, Ambrose Fitzpatrick, Edgar M. Grout, Howard Whitney, Merle

Belcher, Leonard Weaver, Stephen C. Traudt, George Dusty, Russell Pulsifer, Creighton Hill, John Phelan, Frank Eisenhauer, C. S. Newell, John Murphy, Edmund Jones and A. W. Smith.

Chet Porter Marks 25th Anniversary

IT was the lunch hour on Thursday, August 30. A group of twenty or more people were gathered in a room upstairs in the Triangle Building at East Walpole. Looking pleased in general, they beamed their pleasure in particular in the direction of Chet Porter. It was a little celebration in honor of Chester H. Porter's twenty-fifth anniversary with Bird & Son. Many of his friends had gotten together and bought him a watch. Some of these were able to come to this informal party.

First Boss Speaks

R. L. Tupper, who was Chet's first boss when he started in September 1, 1926, made the presentation. He said in part:

"Twenty-five years with a company sure is deserving of recognition and when we look at Julia (Lewis) here and try to remember the short skirts, pantaloons and high button shoes she wore then it sure is a long stretch . . . May the years be good to him and his family."

Chet Porter started as Folder Feeder in No. 2 Box Shop in 1926. He was named Foreman in 1945 of Flower Pot Set-Up. On May 1, 1947 he was appointed to the Industrial Engineering Department, where he now works.

If the Shoe Fits

Ever hear people say, "When my feet ache, I ache all over!"? They have good reason to. In fact, health authorities, say, sore feet can cause more than 60 different ailments. Here's why:

When your feet ache, you shift your weight from one foot to the other or stand on the insides or outsides of your feet to ease the pain. This throws your whole body out of line and puts extra strain on muscles, tendons and ligaments. Nearby nerves are pinched, producing pain in places far removed from your feet. Sore feet can lead to chronic headaches, stiff neck, lumbago, neuritis, neuralgia and the rest of the 60-odd illnesses.

The best way to avoid aching feet is to wear shoes that fit. The following rules will help you to get your proper size, when buying shoes:

1. Let the salesman measure your feet, rather than trying to tell him the size you need.
2. Allow $\frac{1}{2}$ " to $\frac{3}{4}$ " between the tips of your big toes and the tips of the shoes to avoid crowding your toes.
3. The surest test is to feel the shoe and make sure the round bone at the base of your big toe comes directly above the widest part of the sole where it starts to curve under the arch.
4. Also make sure the shoes are wide enough so your toes don't feel cramped.
5. If you stand a great deal at work, get shoes for work that are one-half to a full size larger than shoes for off-the-job wear.

A good shoe salesman will check fit after you have taken a few steps in the shoes, and will run his thumb and fingers across the shoe to make sure there is enough "give" between leather and foot.

If you wear shoes that fit, you won't feel as tired at the end of the day.



UNCONCERNED astride this ferocious beast is Robert Tauber, Jr., whose dad works at No. 1 Box Shop. Although this picture was taken at Benson's Animal Farm in New Hampshire where they have the real article, this particular lion is quite harmless, being made of stone.

New Markets

A sales executive reminds those looking for customers that certain startling changes have taken place since 1940:

13½ million customers have died.

Over 17 million marriages have taken place.

Over 30 million babies have been born. Over one-third of all present families in the U. S. have been formed.

Out of the 152 odd million people in the U. S. today, 63 per cent do not remember World War I.

Fifty-two per cent do not remember a Republican administration in the White House.

Forty-eight per cent do not remember what conditions were like before World War II.

— Adapted from *Co-operative Banker*

Joys and Headaches of a Club Chairman

By CHESTER H. PORTER

Chairman, Neponset Choral Society

THERE are both joys and headaches in heading up such a group as the Neponset Choral Society.

We started with about 20 people two years ago. After three rehearsals there were 15 of us. At this time we all had to be Bird Club members. Then the Bird Club Council gave us permission to make this a community affair. Since that time the group has grown to number about 50 people.

We felt we needed a name other than just "Glee Club". Members were asked to suggest names and at one of our rehearsals we voted to become the Neponset Choral Society.

We have given concerts at the Massachusetts Hospital School, at Brighton Marine Hospital, West Roxbury Veterans Hospital and the public concerts at the Walpole High School.

There are a lot of details in staging a concert. There's advance publicity in newspapers, fliers and posters. Somebody has to get tickets printed and distributed. Where we hold the concert depends upon the location of available auditoriums. Staging must be rented and erected. For the 1950 Christmas concert the director, Leonard Weaver, the accompanist, Rocky Rockwood, and I set up the staging, ably supervised by Rocky's young son Bobby. After the concert the wrecking crew comprised all the male members of the chorus.

The person who operates the house lights and opens and draws the curtain at a concert must be chosen with extreme care, we have discovered. Steve Traudt, who promised he would faithfully perform this duty at the spring concert, became so engrossed in the singing that once he forgot to close the curtain and just left the chorus standing there.

We have had fun along with suffering the growing pains of a new organization. My thanks to committee members, chorus and community, who have helped to start the Neponset Choral Society on its way to being a going concern.

If living conditions don't stop improving in this country, we're going to run out of humble beginnings for our great men.

—Russel P. Askue in L.H.J.



PHILLIPSDALE OFFICE gives Alyce Fearney a remembrance at her going-away party. Left to right: Jane Duhamel, Margaret Pierson, Ralph Bennoch, Bob Pearson, Florence Hussey, Margaret McLaughlin and in front, Alyce herself.



"It's no joke, son. And look what the blankety-blank did to my pants!" But Harry Brylinsky and George Russell just laughed and laughed at fishing companion Arthur Pyne. (Cartoonist Maleiko drew this one by popular request, with permission of all the principals concerned.)



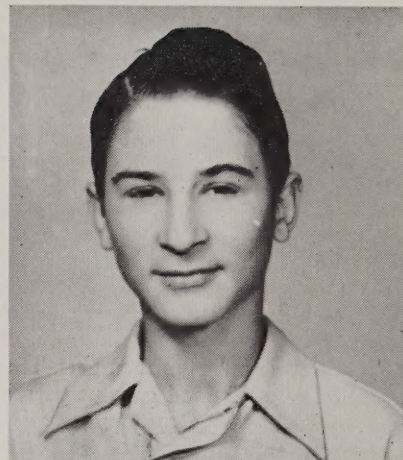
MEET KEVIN HANLON, nine-months-old son of James Hanlon, who works on No. 9 Roofing Machine.



BEST MAN and a handsome one, too, at his brother Kenneth's wedding was Herbert Snell, extreme right, who works at the Granule Plant, Norwood. The wedding took place recently in Pawtucket, Rhode Island.

Family Album

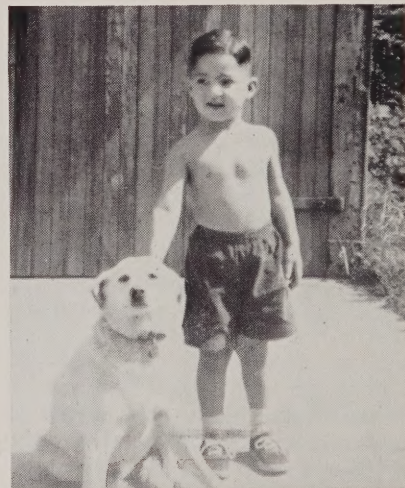
Pictures like these — of a baby, a wedding, a fellow in the service, a child and his dog, a son who has been snatched away in the promise of youth — these are all part of living and have a universal appeal because of our common humanity.



LaRUE ARRINGTON, sixteen-year-old son of Mr. and Mrs. John Arrington of the Berry Asphalt, Stephens Plant. He was killed in a tragic car accident last March. His dad works in the Production Department at the Stephens Plant.



FAMILIAR POSE which will start a whole chain reaction of memories for old GI's. Aldo Savi, on military leave from No. 2 Paper Machine, is shown here while he was in basic at Sampson Air Force Base, Geneva, New York. After that he expected to attend jet mechanic school in Boston. His sister, Aurora, works at the Finishing Mill.



"HI, THERE!" Stephen Di Cicco and his dog, Tippy. Steve is the twenty-seven-months-old son of Vito Di Cicco, Back Tender at the Flooring Undercoat Plant. His grandfather, Joseph Bilotta, works at No. 3 Print Machine, and he also has several uncles.

Grass in Yankee Stadium

Meet the man who probably has more "lawn" troubles than you do. He's Walter Owens, official groundskeeper, whose job it is to keep the 3½-acre field of Yankee Stadium green and trim.

If you think you had headaches last year with the neighbors' dogs and children trampling your lawn, listen to what Walt had to put up with during 1950: First, of course, is baseball — 83 home games in all. But the great American sport accounts for only part — and not the worst — of the beating the Stadium grass gets. Other events included the circus for a week's stand, the national assembly of a religious group for 10 days, a wrestling show, and

two championship boxing matches. Also the professional football Yanks dug their cleats in the Stadium lawn for six home games and for daily practice sessions in the fall.

"Terrific compaction!" That's Walt's terse summary of the abuse his sod takes, reported in the June issue of *Better Homes & Gardens* magazine.

As a basic step in growing smooth, thick, green turf, Walt and his staff loosen the soil to counteract packing by crowds, rain, and artificial watering. Actually, soil compaction differs only in degree. Even if you don't have multitudes of people on your lawn, other factors can leave you with the same compaction problems.

When ground is packed, water, air, and

plant food enter it slowly, if at all. Root growth is shallow, and this thatch of dry stems and roots at the surface makes compaction worse.

On the matter of mowing, the keeper of "the house that Ruth built" recommends not letting the grass get above one and one-half inches high. Seeding, he points out, goes on continuously during the year at the Stadium, except in January and February when the field lies idle under a light cover of marsh or salt hay. "We put in our spring stand of grass — a mixture of Kentucky blue, Colonial bent, redtop, and rye — in December. The seed lies dormant during the winter, and begins to germinate after the first big thaw in late February or early March."

On the Lighter Side

"Wake up, John," said the wife, shaking her congressman husband. "There's a robber in the house!"

"Nonsense," he replied. "In the Senate, yes, but in the House, never!"

Have you heard about the devil who backed into a lawnmower, then went into a liquor store because he heard they re-tailed spirits?

"Well, young fellow," said the real estate dealer, "what can I do for you?"

"I'm getting married next month," replied the caller. "My bride and I want a house worth about \$5,000. We're willing to pay \$6,500 down and the rest in monthly payments."

Doctor (self-satisfied): "You cough much more easily this morning."

Patient: "I ought to, I practiced all night."

One way for a man to keep his head above water is to keep out of expensive dives.

After they teach a baby to talk, they have to turn around and teach him to keep quiet.

— Pen Points

I'll say one thing for your relatives — I like your mother-in-law better than mine.

— Bill King in *Chicago Tribune*

THE PARENT'S TEN MOST USEFUL SENTENCES

1. Where's your other shoe?
2. Give it back to the little boy.
3. I warned you it would break, didn't I?
4. Sh-h-h-h-h.
5. Why can't you bend over your plate?
6. Not now, I said.
7. Who did that?
8. Because — well, it just does, that's all.
9. Take that out of your mouth.
10. NO, now quiet down and go to sleep.

— Jules France

(Reprinted from *Caterpillar Folks*)

"Has that dog a good pedigree?"

"It is so good that if he could talk, he wouldn't speak to either of us."

— G. E. News

Asking a woman her age

Is like buying a second hand car;

The speedometer's been turned back

But you can't tell how far.

A spinster was shocked at the language used by workmen repairing a telephone line near her home, so she wrote the telephone company.

The foreman was requested immediately to make a report of what happened. The report read as follows:

"Me and Spike was on this job. I was up the pole and accidentally let the hot lead fall on Spike — right down his neck. Then Spike looked up at me and said: 'Really, Harry, you must be more careful.'"

First woman: "Whenever I'm in the dumps, I get myself another new hat."

Second woman: "I often wondered where they came from."

— G. E. News

the Question Box

Continued from inside front cover

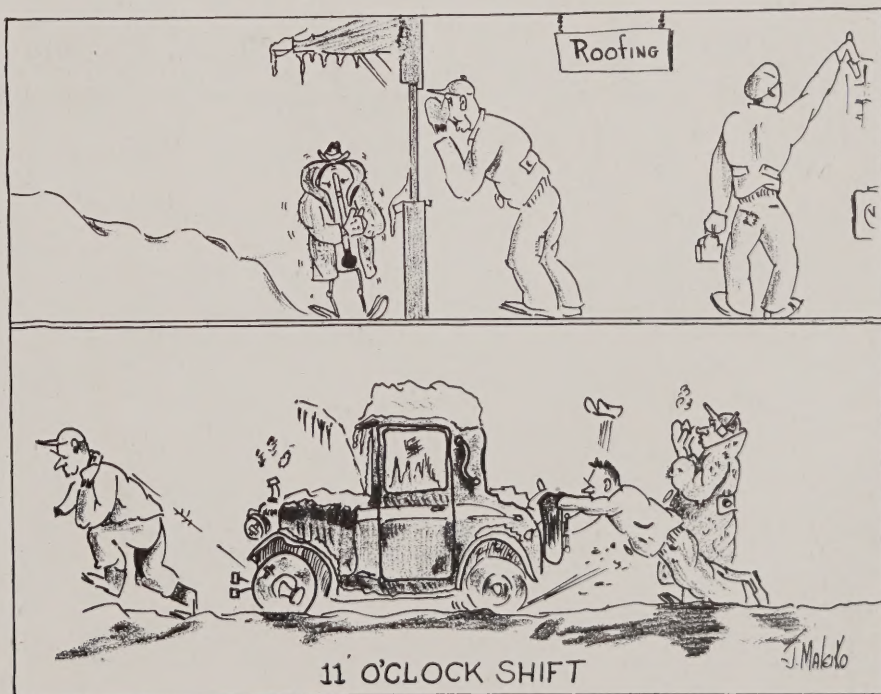
Why isn't Sears Roebuck Co. (Boston store) selling Bird's rugs and floor coverings?

We have never been one of Sears Roebuck's major sources of supply. For a number of years they have handled our Rug Border and Rubber-like, and also at the Boston branch, Enamel Surface Rugs, Yard Goods and Linoleum.

How does Bird & Son formulate an advertising program and why are Bird & Son's ads so conservative in size and tone?

An advertising program is formulated after many trips into the field, correspondence with salesmen and meetings with those most concerned at the top management level. The process takes several months, with some decisions delayed until the last minute so that the advertising will be as up to the minute as possible. The actual advertisements are developed by our agency, H. B. Humphrey Company, and submitted to the Advertising Department for final approval.

Advertising in national magazines is extremely expensive. It is Bird & Son's belief that for the people we want to reach, repeated advertisements of the present size and content appearing regularly over several years' time will bring us better results than larger, more splashy and more costly ads which would more quickly use up our advertising budget and not give us the continuity throughout the year. Most purchasers of floor coverings are women. Our advertising is carefully placed in those magazines where the largest number of women readers will be attracted to it.



It won't be long now.

A politician is a man who stands for what he thinks others will fall for.

— Los Angeles Bulletin

Friend of ours back home says there's no need to worry too much about finding your station in life; sooner or later, someone will tell you where to get off.

— Pangborn News



BIRD NEPONSET REVIEW

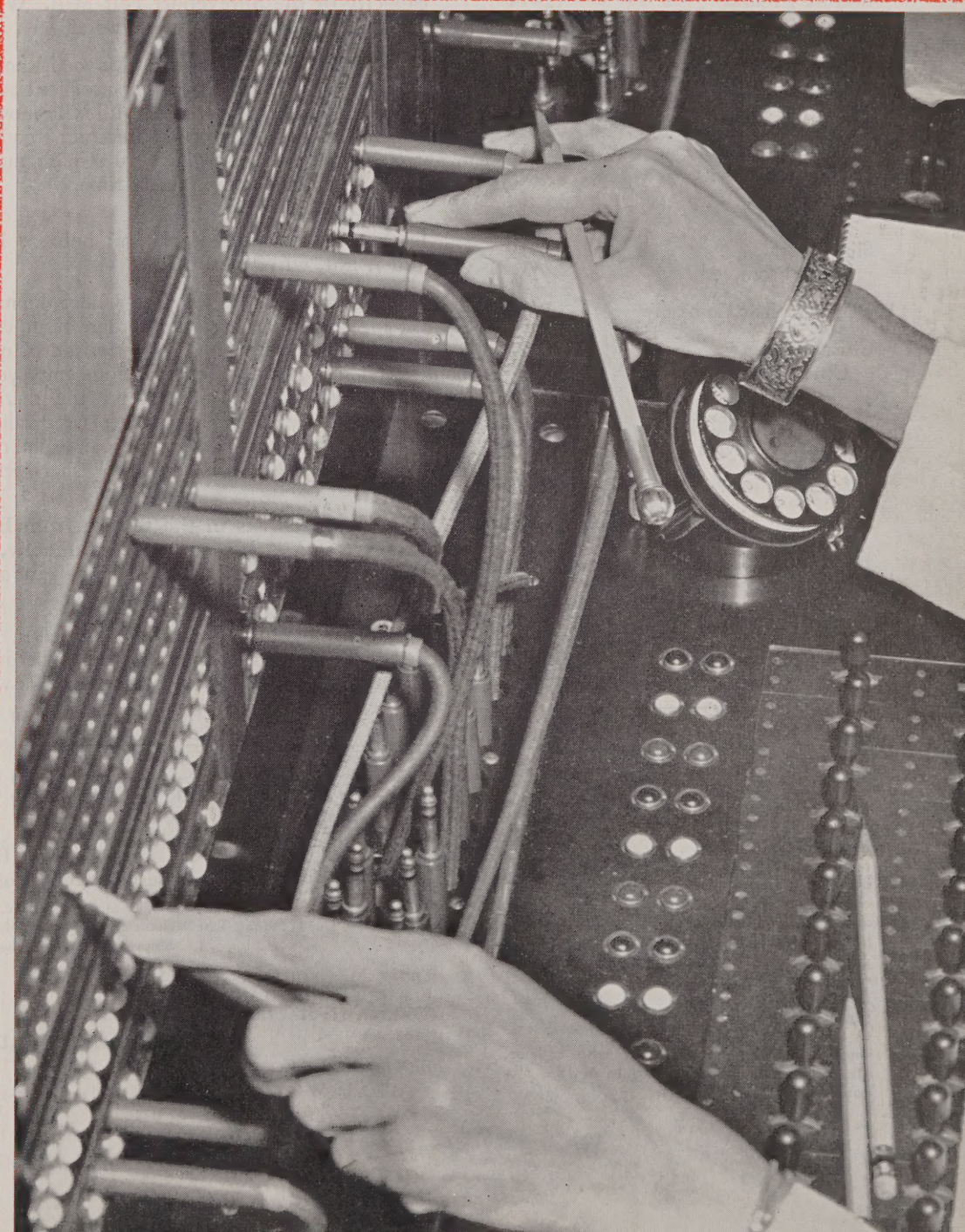
October

1951

Vol. 39 No. 10



Number please . . .



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the Question Box

I understand that there have been numerous changes in the retirement plan since the booklet was printed. When will this information be available to all the employees?

We hope to have a new booklet available before the end of the year with the revisions in it.

I have read that the changes at Shreveport will double the capacity of the Shreveport Felt Mill. Will this mean less work at Phillipsdale and East Walpole?

Not necessarily. We expect that Norwood Roofing and Flooring will increase their business so as to absorb all felt produced at Phillipsdale. The increase in the capacity of the Shreveport Felt Mill will allow us to take care of the entire requirements of our Chicago and Shreveport Roofing Plants. It will result in our manufacturing *all* the felt which we require rather than purchasing some as we have had to do up to the present time.

Is the starting rate of clerical help as high as other workers, and if not, why?

Not for inexperienced employees. Under the merit system the starting rate is in effect a learning rate. As a clerk progresses in experience and ability, the rates are adjusted accordingly. It is characteristic of office work that it takes many months and in some cases years before employees reach maximum efficiency on the job. The salary range and the merit increases are designed to reflect progressively an employee's increasing value to the company. The work performed by the hourly rated employees on the other hand is such as to enable them to become proficient in a relatively short period of time.

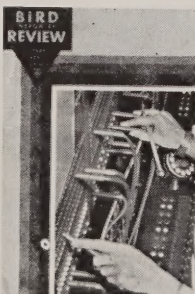
If a person enlists in the service from Bird's in 1942 and continues to serve his country voluntarily, does his seniority in Bird's still run on? If not, does he rate any? Is he entitled to a job when he returns?

Yes, it is possible for a person who enlisted in 1942 and who has been in the armed services continually since then still to be on leave of absence for military service and to be entitled to full seniority rights when he returns. The Selective

(Continued on page 25)

On the Cover

Point of contact between Bird & Son and the public. Over a thousand times a day telephone calls come in or go out over this switchboard, handled by just this pair of hands and one other. They must move swiftly and surely all day long to serve Bird & Son and those whom we call or who call us. (These capable hands belong to Martha McLaughlan.)



BIRD NEPONSET REVIEW

Vol. 39 No. 10

October 1951



Published for the employees of Bird & Son, inc. to promote good service, good business, good will

Editorial Office at East Walpole, Mass.

Plant Locations: East Walpole and Norwood, Mass., Phillipsdale, R. I., Chicago, Ill., Shreveport, La. and Glenwood, Ark.



EDGAR M. GROUT	Editor
ELEANOR M. GARLAND	Assistant Editor
WALTER H. HARTIG	Photographer

ADVISORY BOARD

BENJAMIN D. ROGERS
W. L. WATKINS

CREIGHTON HILL
MARY MCCARTHY

President's Message

QUALITY products since 1795. That's been Bird & Son's slogan for many years. Our salesmen all over the country make much of this claim. It's an impressive statement which means much to those who use our products.

That quality depends on you — all of us following through with good performance on our individual jobs.

Laboratories can test and set standards, mechanical experts can build intricate machinery, but standards and machinery are only as good as you on the production line make them.

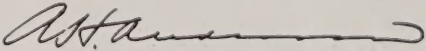
When our salesmen talk and sell quality roofs or floor coverings, they are relying on the men at the machines back in Walpole, Norwood, Chicago, Shreveport, Phillipsdale and Glenwood to back them up.

Quality starts with the making of the felt and is built in at every step in the process, right through to careful handling of finished material at the shipping platform.

During the past year at all plants we have been waging a campaign to reduce waste. That's a quality campaign too. As waste goes down, quality inevitably goes up. And that's what we are after in every process at the plant.

A reputation for good quality is hard to earn, just as it's a rough road for an athlete to reach the top. Like the athlete, too, a company has to continue to perform to keep its reputation. When Joe DiMaggio's performance starts to slip, there'll be another right there to take his place.

If Bird quality isn't continually kept high on the production lines, some competitor's product will be in, and Bird will be out. And that would mean less work, less security for us all.



President



BIRD & SON PBX OPERATORS Martha McLauchlan and Berniece Potter keep handy a stack of telephone directories which represent the cities most frequently called on company business. The fat one in the middle of the left-hand pile is the Manhattan directory. On the reading stand for each girl is, of course, the Boston book.

Hello, Operator

A FRANTIC woman's voice comes over the phone to the Bird & Son switchboard.

"The house is on fire! Get my husband quick!"

"What's his name?"

"Jim. Oh, hurry, operator!"

"Jim what?"

"Smith."

"Where does he work?"

As fast as possible the operator locates the man and sends him rushing

home. Wives don't always know the department symbol, only the plant, where their husbands work. This means the operator has to check with Personnel first before she can put the call through.

Things like that have really happened and our two Bird & Son switchboard girls, Chief Operator Berniece Potter and Martha McLauchlan, give fast, efficient service.

It's a confining job and calls come

in bunches. "These girls, who are Bird & Son employees, not employees of the telephone company, work at a two-position board. They handle 16 trunk lines for all the incoming and outgoing calls. (All inside calls are dialed automatically.) There are between 450 and 500 outgoing calls, all of which they must write down too, and probably more coming in—over a thousand calls every day. And being human, each girl can handle only one call at a time.

Two-Position Board

If two people in the Office or Plants pick up the phone to make an outside call at precisely the same moment, one of them has to wait. He won't have to wait long, especially if the other person knows the number he is calling and doesn't ask the operator to look up the number.

"Maybe you need a bigger switchboard, so there wouldn't be any delay," we suggested.

"No," Berniece Potter shook her head. "The engineers from the telephone company make frequent checks. A two-position board like this is o.k. for our size business, they say. They ought to know."

"What's the story when you answer a request to place an outside call and say, 'The circuits are busy, I'll call you.'? Haven't we got enough trunk lines?"

"According to the phone company, yes. Remember also, when our lines are free again, which doesn't take very long, we may get a busy signal on the party you are calling. Other people's lines get tied up too."

Getting Your Number

Standing by, watching two experienced telephone operators at work is fascinating. It looks horribly complicated with all those lines plugged in criss-cross seemingly without rhyme or reason, and those little black keys in a double row and the tiny lights flashing on and off all the time. From a distance the whole set-up looks like two people playing a duet at an old-fashioned upright piano—only the instrument isn't played the same way.

The Bird & Son switchboard at East Walpole is open 54 hours a week, from 7:30 to 5:30, Monday through Friday, and 8 to 12 Saturday mornings. Preference is given, for business reasons naturally, to incoming calls. The Bird

& Son operator is the first person the public talks to on getting us. The impression she makes sticks. Our operator has to know a lot of things and know them immediately when she plugs in a call and answers "Bird & Son."

For instance:

A man wants to know about siding. He says he is calling from Worcester. That's an easy one. She thinks simultaneously of the Correspondent for that territory, Janet Laber, and of her number, 286, and connects that line. Someone else calls in and wants to know about boxes. That is more complicated since we have various kinds — shoe cartons, and all sorts of solid fibre and corrugated boxes. "What kind of boxes?" the operator asks. She finds out finally it's "that new box you make for shipping small parts. I just read about it in *Industry* magazine." The operator didn't read the magazine article but she remembers we have a new box called Bin-Pak and that the person handling its sales is Pauline Rafuse, Correspondent, and that her line is 216.

All this in the time it takes to catch your breath after saying calmly, "Bird & Son." See what we mean?

What It Takes

Whether phone operators are born and not made is debatable. Office Manager Joseph Erker lists four qualifications he believes are necessary for a good telephone girl:

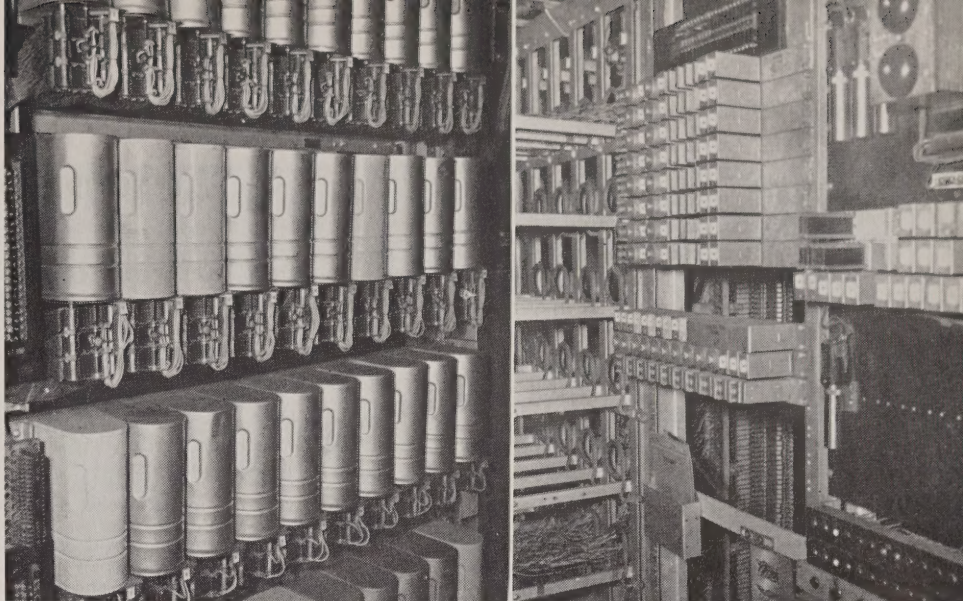
1. A pleasant "telephone" voice.
2. Natural quickness, both physically and mentally.
3. Courteousness at all times.
4. A good command of English.

Mr. Erker further pointed out that this is a job where a girl has to work well under pressure, can't get rattled when everything happens at once. There is also no getting up to stretch the legs except at the one fifteen-minute break in the morning and the same in the afternoon. He had nothing but praise for the way our girls handle their job.

Not long ago B. L. Sears, who is a Building Materials Sales Representative in our Southern Division, wrote a note which pleased Berniece and Mattie very much. He said in part:

"So often I hear dealers mention our courteous telephone operators. I don't even know them, but I have made a lot of calls in my time with Bird and have never known one not to be polite and

(Continued on page 4)



CLICK-CLACK all day long goes the mechanism for the dial system in the Machine Room as the automatic equipment responds to the stream of Bird & Son conversations. Left. These rows of "tin cans" contain the switches for dialing. Right. The power board.



THE VOICE OF BIRD & SON, to many customers, is probably the voice of Berniece Potter, Barbara Wickham or Martha McLaughlan, left to right. And now that he has seen their picture, who could ever snap at such vivacious and charming young ladies as these? Barbara is relief operator; Berniece and Mattie are the regular operators.



CHICAGO SWITCHBOARD is handled by Patricia (Pat) Novak, who also takes care of the telegraph, teletype, general files and acts as receptionist.



SHREVEPORT SWITCHBOARD is tended by Joycelyn Wilson. When not ringing, answering and connecting, she helps out in Purchasing, Order Writing and in the Mailing Department, besides keeping the files.

on the job in every way. I imagine this is a pretty mean job. . . . I hope sometime . . . you will thank them for me . . ." Thank you, Mr. Sears.

Mr. Erker gave us some figures on the Bird & Son telephone bill—just for Walpole and Norwood. It runs to between \$3500 and \$4000 a month. Compare that with the householder's \$5.00 or \$6.00 monthly bill. The company's basic rental charge for equipment is \$1400 per month. As for the trunk lines, for instance, he said that



THE MISSES SALISBURY, BALLOU and MORRILL were all needed to operate the switchboard in the days before the internal dial system more than twenty years ago. Note the hand crank on the table at the right.

each of the trunk lines to Boston costs approximately \$60 a month.

Besides Berniece Potter and Martha McLauchlan, our two full-time operators, we have the regular relief operator, Barbara Wickham, who fills in during the regular girls' breaks. Her full-time job is in Files, where she has recently replaced Harriet Phalen. Harriet, who has just left to be married, was formerly relief "hello girl." Another girl, Barbara Hanks of Stenographic, has been trained to fill in in emergencies, but does not work regularly on the switchboard. She is available for times when Miss Potter or Miss McLauchlan are on vacation or may be ill.

Outside our Massachusetts plants, there are part-time switchboard operators at both Chicago and Shreveport.

Berniece and Mattie like being telephone operators. Our Chief Operator has worked on telephones ever since she finished Walpole High. She

Telephone Habits

If you are a telephone user, check the following. Don't tell us, see No. 5, that of course doesn't mean you. You're only another voice to a new girl on the switchboard.

1. Answer your ring at once. Immediate, courteous attention is the first step in good telephone habits.
2. Identify yourself immediately. Do not say "Hello" or "Yes".
3. Do not hold a line too long. When you go looking for information and it takes considerable time to get it, it is better to call back.
4. Talk clearly and not too fast and speak directly into the transmitter.
5. When placing a call, preface your remarks by giving your number. As an illustration, "370 calling Capitol 7-5640." All calls must be recorded and the operator cannot always identify your voice.
6. Maintain a directory of numbers that you have occasion to call at your desk. Then, when it is necessary for you to make a call, give the operator the number of the

party you are calling. You will get faster and better service and the operators will appreciate your thoughtfulness. Directories for convenient recording and easy reference are available from the office manager.

7. After you have entered an outside call, stay at your desk until it is completed. If for any reason it becomes necessary for you to leave your desk before the call is completed, it is best to have it cancelled or to make arrangements for someone else to handle it.
8. After you have entered a call, cover the transmitter with your hand if you are going to carry on an inside conversation while you are waiting. Otherwise your conversation confuses the operators who are trying to put your call through.
9. Be courteous and patient with our operators. Frequently they cannot give you immediate service due to a lack of available trunk lines, frequent "busies" on numbers you are trying to call or a congestion of incoming and outgoing calls. It is not at all unusual for them to process a half dozen or more calls within one minute. Someone has to wait and it may be you.

worked two years at the Walpole exchange before coming here. Mattie says she was always fascinated by switchboards and when an opening came at the time former Chief Oper-

ator Helen Ballou retired two years ago, she applied for the job and got it.

As Berniece says about her job, "Bird & Son is our family and we've got to keep them all happy."

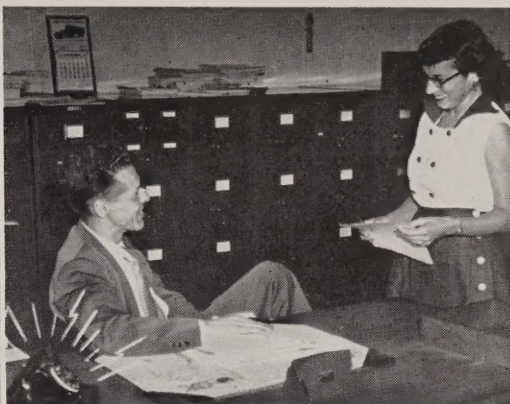


BARBARA HANKS AND HARRIET PHALEN would also probably like a new pair of stockings for every time they have answered, "Bird & Son", particularly Harriet. She was regular relief operator before she left this month to be married. Barbara actually doesn't get at the phone too often because she is on the board in emergencies only, like for sickness or vacations.

Mind Your Manners!



Well, why didn't you say you were Phipps in the first place? "Hello" is no identification on a business phone.



Sure, let it ring. The other guy is only in Chicago and he is paying for the call anyway.



Looks like a good story. It isn't a noisy line. It's just the girl friend chewing her nails waiting for a chance to use your phone.



Go ahead, bang it again. The operator will love it, and you'll get service. Yes, you will!



Can't you hold that mouthpiece further away? The man in Boston thinks you're calling from Honolulu. Move it a little further and he won't be able to hear you at all.



Fine! For once you're really handling that phone as it should be. When you speak this time the fellow at the other end can hear everything you say—clearly, too. That's good!

Dick Phipps — "Traffic Phipps", that is—kindly consented to pose for the pictures showing good and bad ways of telephoning. We found out after we asked him that he had once filled in as a phone operator at the tender age of something-or-other. And at one time when he was working for the railroad, he, with another man, had seven phones to pacify. Marianne Masino and Evelyn Demers play the supporting roles in our little telephone drama.



You're doing all right here, too, covering the mouthpiece after you give the number to the operator and while waiting for your connection. Just remember to stop shooting the breeze with the dame when the party at the other end answers, and you will score 100%.



Oh, oh, look at you now! You sure told that guy off. Bet he will hear the slam of that receiver for a week. And he will just love to do business with Bird & Son again!

Anniversaries

Hawkins' Forty-Fifth

IT turned out to be a double-barreled charge of congratulations to Michael J. Hawkins when his friends and associates gathered at the Parker House on September 10 to honor his forty-fifth anniversary with Bird & Son. This delayed celebration (his actual anniversary date was August 6) was set for a time when more people would be back from vacation and could attend. The day chosen turned out to be Mike's sixty-fifth birthday.

It was a pleasant and happy occasion with Parker House air conditioning and excellent food to make the evening even more enjoyable. President A. H. Anderson served as toastmaster. At the head table with guest Hawkins and President Anderson were Howard S. Hanna, Ralph A. Wilkins, Eli L. Chamberlain, Russell L. Tupper and Wesley C. Ahlgren. All here spoke briefly of Mike's many fine qualities and offered their personal congratulations. Others who spoke included Miles Hubbard and Fritz Becker. Mr. Anderson presented Mr. Hawkins with a gold watch suitably inscribed as a gift from his Bird & Son friends and associates.

Mike responded with sincere thanks and proceeded to recall some of his early experiences at Bird & Son. He told of his first weeks with the com-

pany when he and Russ Tupper worked together, and he recalled particularly the occasion a few years later when he was assigned to the duties of traveling salesman. His trip from Boston west was his first experience overnight on a sleeper. To save money for the company, he had reserved an upper berth. Seeing no apparent means of getting into it and being a long-legged lad even in those days, he made for it with a flying leap. The porter soon came to his rescue, tactfully suggesting that he might better use the ladder. Since that day, Mike says, he has always slept in the lower berth!

Besides those at the head table, the following friends were present: John Shelley, Richard Phipps, Charles Makarevich, John Andrews, Ralph Wight, William Wright, William Murphy, John Curran, Miles Hubbard, Creighton Hill, Frank Reynolds, Warren Anderson, Ernest Coleman, L. G. Williams, Charles Sumner, Albert Smith, Roy Springer, Howard Whitney, John Murphy, Edgar Grout, Dimon Merrill, Russell Pulsifer, Arthur Wilson, and Fritz Becker. Notes of congratulation were read at the party from B. D. Rogers and H. E. Sawyer, Jr., who were not able to attend.

Party Given Three Foremen

A PLEASANT evening was spent at the Lord Fox on September 27 in honor of the twenty-fifth anniversary with Bird & Son of three Foremen from the Floor Covering Plant. They were George Johnson and Arthur Bent of FFP (the Print Department) and Ralph Hildreth of FFQ (Oil Boiling).

The Foremen of the Flooring Plant along with H. E. Sawyer, Jr., Vice President, and Plant Superintendent Ralph Wight all were there to wish the men happiness and many more years. Leo Bernier was toastmaster and introduced Mr. Sawyer and Mr. Wight, who made short speeches. Mr. Wight, on behalf of all, presented each man with an appropriate card and twenty-five dollars, gift from the other Foremen.

Each of the Foremen and associates made a little speech on behalf of the guests of honor. There were some interesting stories told that you never hear as you walk around the plant.

Tom Rogers was chairman of the affair, ably assisted by Leo Bernier, Frank Sutherland, Bert Seekins and John McDougall.



FORTY-FIVE YEARS Michael J. Hawkins has served Bird & Son and still is. Mr. Hawkins, Traffic Manager and Assistant Purchasing Agent, shown with his associates at the Parker House dinner for him. At the head table: W. C. Ahlgren, R. L. Tupper, E. L. Chamberlain, Mr. Hawkins, A. H. Anderson, H. S. Hanna and R. A. Wilkins. Far left: John Murphy, W. R. Wright, Jr., Dimon Merrill and Miles Hubbard.

Same table, inside: Arthur Wilson, F. K. Becker, Creighton Hill, Warren Anderson and E. H. Coleman. Right, inside: Ralph Wight, F. P. Reynolds, H. S. Whitney, A. W. Smith, E. M. Grout, John Andrews, C. A. Sumner. Far right: just visible, L. G. Williams, Richard Phipps, Charles Makarevich, J. A. Shelley, John Curran, and William Murphy.



HILDRETH-BENT-JOHNSON DINNER. Top, next to wall: H. E. Sawyer, Jr., R. M. Wight; Arthur Bent, George Johnson and Ralph Hildreth, the three guests of honor. Front: Leo Bernier, B. L. Seekins and Thomas Rogers. Below: At back: Leo Bernier, H. E. Sawyer, Jr., Hubert White (standing), B. L. Seekins, R. M. Wight, Thomas Rogers, Arthur Bent, Albert Procaccini, George Johnson, Ralph Hildreth, with Samuel Piraino and James Garner standing. From left front, around table: George Wood, Nelson Phillips, William Pratt, John Eppich, John McDougall, Ernest Paciorkowski, Robert Justis, Samuel Steele, Bernard Bailey, Edmund Johnson and Philip Macchi.

Roy Springer Honored

THE Lord Fox was the scene of a very pleasant occasion on September 20 when friends of Roy M. Springer gathered to honor his thirtieth anniversary with Bird & Son. Mr. Springer is Sales Manager of the Shoe Carton Division in which he has served since 1933. He was first a salesman, then Sales Service Manager in 1941, and Sales Manager shortly after the end of the war.

When he joined Bird & Son in 1921, he was assistant to the Cost Accountant, later becoming Cost Accountant before transferring to the Sales Division.

Toastmaster for the party was Howard S. Whitney, Assistant to the Paper Products Division Vice President, and a former co-worker with Mr. Springer in the Cost Department. Mr. Whitney presented him with a gold watch suitably engraved, as a gift from his friends in the company.

Present at the dinner were Vice Presidents E. L. Chamberlain, H. E. Sawyer, Jr. and R. A. Wilkins. Other

friends and associates present included John J. Burke, R. L. Tupper, John J.



HONORING ROY M. SPRINGER on his 30th anniversary with the firm are, at the head table, seated on the far side: L. M. Lindblom, H. E. Sawyer, Jr., H. S. Whitney, the Guest of Honor and Ralph Wilkins. On near side: Ambrose Fitzpatrick, and John Murphy. Standing in background: E. H. Coleman, E. L. Chamberlain, H. S. Hanna, John Andrews, R. L. Tupper and D. H. Delaney. Seated, left foreground: H. A. Schaiier, Warren Anderson, Joseph Erker, Jr. Behind them, standing: Frank Vietze and John Burke. Extreme right: L. S. Wright and F. P. Reynolds.

Murphy, Ambrose Fitzpatrick, D. H. Delaney, R. B. Patterson, H. S. Hanna, F. P. Reynolds, L. S. Wright, H. T. Barker, W. H. Anderson, E. H. Coleman, Joseph Erker, Jr., L. M. Lindblom, H. A. Schaiier, John Andrews and Frank Vietze.

Mr. Springer's early business career started in Portland, Maine, where he had attended the public schools. He supervised the Proslate Building Program at the Cumberland Ship Building Co., South Portland, just prior to his coming with Bird & Son. He has long been active in Walpole affairs. He has served on the Town Finance Committee, on many church committees, and during World War II, was active in Civilian Defense work.

There are four Springer children, three sons and a daughter. Roy M., Jr., a graduate of Annapolis, is now in the Mediterranean with the Navy; Edwin and Russell, both of whom served in the Navy during the war, now live in Connecticut and Pennsylvania respectively. His married daughter, Ruth (Mrs. Walter Rodgers), lives in New York State.

Business and community activities have kept Roy busy, but not too busy to still follow his hobby of gardening. His green thumb grows both flowers and vegetables successfully. His specialty is tea roses. A number of years ago, he made a local reputation as a builder of stone walls. In constructing the wall behind his house as a border for his flower garden, he figures he moved and placed in position about 100 tons of stone.

Westover to Tripoli

BACK on the job at Flooring Maintenance, Walter Adamonis still loves to fly. He says he'd rather fly than eat, and does he love to eat. He was a tech sergeant flight mechanic during World War II and did his share of skimming the roof of the world. Then he came home and back to Bird & Son, but was in the active reserve. Uncle tapped him on the shoulder a year ago last August.



TRIPOLI, North Africa, famous city in the Marine Hymn, will probably always be a place of mystery and adventure.

He had the same kind of job this stretch. He was a member of the crew of a C-54 in the MATS, Military Air Transport Service, based at Westover, Massachusetts. This was a pretty clean job compared to some of the duty being drawn right now. You were apt to be very sure, though, that your ship was indeed shipshape when you thought of how many miles of water the old bucket had to cover before land showed up.

These C-54's in the MATS are a sort of heavenly freight service, though they also transport some personnel. Walter has flown all over the world, but from Westover this last hitch a common route was: Westover to Gander to the Azores to French Morocco, Tripoli and return. Another one went north from Goose Bay to the British Isles via Greenland and Iceland.

Most interesting about this world travel for Walter are the people and customs. He seems like an easy-going fellow who would adapt himself to whatever location the Air Force might order him to, whether it was 53°-below Greenland or 114°-above North Africa.

Now he's home though. There's three - and - a - half - months - old Nancy Jean besides his wife, and also a new house a-building on Neponset Street in Norwood. He intimated he would sort of like to stay put for a while.



CLOSE TO THE NORTH POLE in the far north of Greenland, this frozen fjord flanked by ice mountains is not far from one of the Air Transport bases familiar to Walter Adamonis. Contrast these barren wastes with teeming Tripoli, shown in another picture here, not so many air hours away.

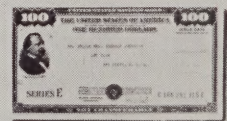


TRANSPORT CREW, Walter Adamonis in the center, taken during Walter's World War II service.

DEFENSE



IS YOUR JOB TOO!



Buy an extra **BOND**
for **DEFENSE**

Arrange for
PAYROLL DEDUCTIONS
at the
NEPONSET CREDIT UNION
or at your
Local Plant Office

I Want to Tell You About a War

Lieutenant Fallon, writer of this article, is a resident of Washington, D. C. He was graduated from West Point in 1949, went to Korea in August, 1950, and shortly afterward received five bullet wounds. This article is reprinted by special permission of the Richmond, Virginia, News Leader, where it first appeared.

I want to tell you something about a war. I don't want to dramatize it at all, because dramatization never quite rings true. You always come away saying, "Oh, isn't it awful!" or, "Those poor boys!" and things like that which, though very sincere, don't really mean much. I don't want you to feel sorry for those fighting the war, because they don't feel sorry for themselves. It's just a simple matter of a job to do, and they'd much rather you'd do your part of the job than feel sorry for them.

Now, understanding a war is a very difficult thing to do when you're not there to see it. I must confess that I've lost something of the sense of reality of it myself, even in the short time I've been away from the fighting. But I think that it's very important that we try to understand what it's all about. I think you'll agree.

I want you to imagine for a moment that it is a very cold, wet, wintry evening at about 10 o'clock. You have been sitting very comfortably by your fire-side reading the evening paper. It's been a pleasant day, dismal outside, but warm and restful by the fire. You decide to step out on the porch for a breath of air before turning in. I'm sure you've done it often. But on this particular evening a very strange sight greets you.

On Your Lawn

There's a great hole right in the middle of your front lawn, and the dirt has been thrown up all around it, outlined sharply against the white, even snow. Squatting in the hole is a hunched figure.

Let me tell you something about him.

He's been in this area now for about three weeks, living in a dozen holes just like this one on your front lawn. The most apparent thing about him is that he is cold, and that's because out on your lawn it's about 20 degrees colder than where you're standing. Every now and then he'll grab his shovel and dig a little deeper in the hole just to keep warm. That's the only way he has, because he'll be seen if he builds a fire, and he may bring mortar fire into your living room.

He's been cold for a long time—and wet. He can't feel his feet, and he's getting worried because he's afraid they might be frostbitten. It's going to be a long night, and it's going to get colder.

He's very dirty. The grease from a hun-

dred "C" rations is frozen to his parka and gloves, coating the two weeks' beard which covers his face. Soot from the small fires he dares to make during the day is all over his pants and boots. There's a large hole in his pants where he had stood too close to one of those precious fires soaking up the life-giving heat.

But he's dirty all the way through. He hasn't changed his underclothes in over a month and he doesn't intend to for some time to come. It's too cold to go down that far. He stinks. As a matter of fact you can smell him and it's pretty bad.

Hungry, Too

He's pretty hungry, too. They didn't get his rations up to him until after dark and he couldn't build a fire to thaw them out. He'll have to wait until morning. A cup of hot coffee would sure taste good. He looks old with that beard and sort of hunched over posture. But he's only about 19, though not like any 19-year-old you've ever seen.

You may wonder what he's thinking about as he sits there during those long solitary hours. Well, it's not much. Just how cold it is and again how nice that coffee would be. Maybe every now and then he thinks of home, but that's a long ways off and the cold, his feet, and his hunger are much more immediate. You'd be surprised how those three things can fill your mind.

You notice that he's cut a hole through your hedge and his rifle is sitting on the pile of dirt pointing in readiness through the opening. That's another thing he's thinking: When are they coming again? He gets a little scared out there all alone. He'd like to go over and talk to his buddy in a similar hole about two houses up, but it's not a good idea to go crawling around at night and besides it's just too much trouble to move. He wishes they weren't so far apart but it seems they always have a big sector to cover with never enough men to cover it. It doesn't help being so far apart. Damn, it's cold. He wonders what it would be like to be hit and sent to the rear for a couple of months. Maybe just a little wound. Can't be too bad.

What would you like to do with this man? Ask him in to your fireside, get him a cup of coffee? Would you like to loan him your razor and let him take a hot shower? Give him a bed to sleep in instead of the dirt and cold of his fox hole? Sure you would! You wouldn't think twice about it. But I'm afraid you can't. There's someone on that hill over there who wants to get into your front door, and the man in your front yard was told by his platoon leader that he's supposed to take care of your house and the one next door. He doesn't care too much about your house but that platoon leader is a rough son-of-a-gun and this little PFC doesn't want to tangle with him. So he can't come in and you find that you can't reach him. He's very far away.

But you come out in the morning and he's still there, huddled over his little fire, thawing out his hands and his rations, trying to get the feeling back into his feet. By this time the hole is pretty deep from all the digging and he's cut down a little more



BLOOD SWINGS THE BALANCE from death to life for this seriously wounded soldier being transported to a hospital aboard a jeep. The Armed Forces need 300,000 pints of blood a month if fellows like this one bumping along in the jeep are going to continue to be saved.

of your hedge. He's there again when you come home from work. While you are greeted by a comfortable fire in a living-room, the soldier is getting ready for another cold night.

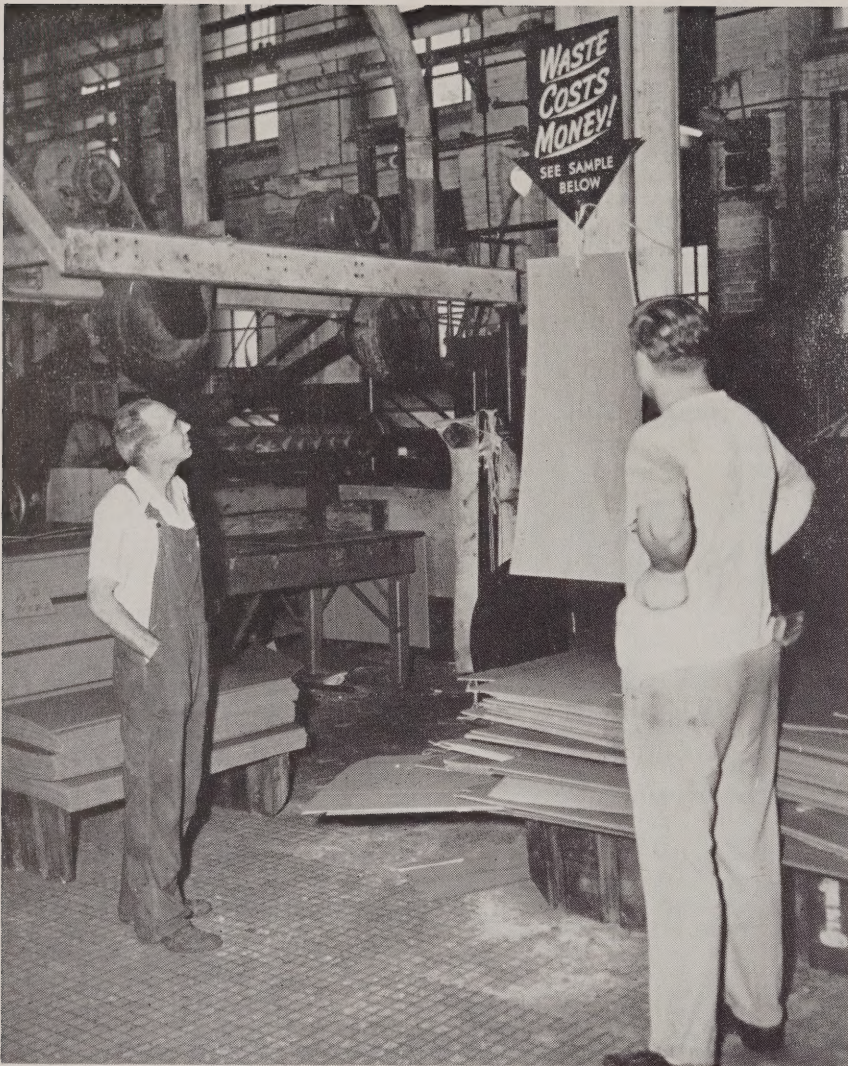
He's watching his small fire slowly die out, dreading the night and wondering when it'll all be over. And still there's nothing you can do for him because he has a job to do and he's beyond your reach.

I have told you about this soldier and placed him on your front lawn because I want you to realize that every desolate hill that soldier defends in that far-off land is in reality your front door. There are people who want to get in to do you harm and it's his job to keep them away. He's going to do his job and he's not going to ask you to do it for him. If he has to sit on your front lawn in the cold, that's just the way things go. He's not going to begrudge you the comforts of your fireside or your dinner table, but he'll be mighty bitter if he finds out that you're not doing your part of the job.

What is "your job?" Well, it's not really important what I happen to think "your job" may be, and I think you'll agree I am in no way qualified to tell you how to hold up your end of the task. I'm not going to try.

But I think it is important that you find out soon what your part is and start doing it, for whatever it is, it's a vital part of a country's struggle for existence. Perhaps it would be more clear to you what your job is if you returned home tonight to find that hunched, shivering figure sitting in a hole on your lawn.

LT. ROBERT T. FALLON
Seventeenth Infantry Combat Team
Valley Forge Hospital
Pennsylvania



Like Death and Taxes, WASTE you have always with you. Within recent years, the death rate has dropped, taxes have gone up. A campaign is now afoot in the Main Mill to keep waste from following the tax trend. Studying the poster at the Combiner Department at No. 1 Box Shop are Herman Lauble and Chief Steward Edward "Red" Paduck.

Waste Count Drops Slowly

COMPARING August results with the first six months of the year, Shoe Cartons and Solid Fibre production show an improvement in waste reduction. In Corrugated production, however, the amount of waste had increased 6%. The reduction in Shoe Cartons was 0.8% and in Solid Fibre 2.8%.

Reducing waste is a slow process, complicated by many factors and many departments involved. It means team work all along the line and all the time. For instance, in the Corrugated Division where final production figures showed an increase of 6%, the figures at the Corrugated Combiner itself showed neither increase nor decrease in waste. Yet, when the final cases had

been made, the waste figure was up. At least part of the reason was the quality of the paper, and that of course involves production problems in the many departments of the Paper Mill, as well as the later finishing operations at the Box Shop.

The first series of meetings with the main production departments of No. 1 Box Shop have been completed and the second series started the last week in September. Committee members are now making their first reports on the causes of waste and how to eliminate these causes. These detail studies of department operations undoubtedly will bring to light methods that will accomplish greater waste reduction than ever before.

Public Not Buying — and Why

IF your department has been one of those operating below normal the past few months, you will be interested in this up to date report from the September 21st issue of *U. S. News & World Report*. It tells what has happened to the buying habits of the American public—the public which buys our floor coverings and shingles and the thousand and one items shipped in Bird containers.

Reprinted from *U. S. News & World Report*, an independent weekly news magazine published at Washington. Copyright United States News Publishing Corporation.

A good many businessmen are mystified by the attitude and action of the average American consumer. He seems to be a somewhat different animal from what he was only a few months ago.

Shortages of goods made of metal are talked about, but consumers do not stampede to buy. Prices of some things are being marked up, yet the buying public is not in any rush to get ahead of the rises. Where people were scrambling to buy anything at any price, they now are taking their time, shopping around, refusing to get excited.

What's happened? The answer, as given by observing merchants in various sections of the country, is mixed.

Many people loaded up with goods during the buying spree of mid-1950 and early 1951. Much of that buying was on time. Consumers now are paying off their debts on cars, refrigerators, television sets, all kinds of appliances, sometimes houses.

Most people have what they need to get along, and are inclined to follow normal buying practices. Fears of shortages have lost their effect. War no longer is the bugaboo that it was. The public seems convinced that goods will be available, even if there is some delay in getting exactly what they want. Buying, in other words, is on the basis of need, not on the basis of fear.

People do have money to spend, lots of it. Personal incomes are the highest ever, and still rising. Buying of goods and services, in total, is near record levels. But spending is not centered in automobiles, appliances and household equipment the way it was a few months ago. More income is being saved for a rainy day, or to pay debts, or to buy things later.

The prospect for months ahead is a record and rising level of buying, but not of the hectic, stampede variety.

There is the prospect, too, of enough of most things to go around, even with cutbacks now started in output of civilian goods that use metal. Big stocks of goods on hand, plus new production, will help to tide the public over until more metal becomes available for consumer use

Buying slump, really, is less severe than bare figures indicate. Demand, in general, is not off as much as demand for appliances and other high-priced goods. Comparisons with a year ago suffer, because buying was keyed up by war fright then. Rise in sales, now starting, will continue. Christmas trade will be heavy. But no new wave of panic buying is in sight.

Turco Says "Think" is Winning Formula

SETTING a Bird & Son record, Fred Turco of the Norwood Roofing Plant received his sixty-first suggestion award last month. Fred, who is a Machine Tender on No. 7 Insulating Siding Machine, has been writing down his ideas on suggestion blanks ever since he first started here in 1935. The first two years, he put in nineteen suggestions but only one of them was acceptable. Then in 1938, he hit his stride and began collecting.

Out of the sixty-one, sixteen have been money saving ideas with minimum awards of \$10.00. In 1947, he got a twenty-five dollar award for an improvement in product. In 1942, his suggestion, "Re-locate Salvage Section at FBPM7", won for him a special award for the third best suggestion that year. In 1943 he really hit the jack pot with his idea "Chips at Index Conveyor." This received the \$100.00 award then payable for the Best Suggestion of 1943 plus a special award of \$300.00. Since an award is paid for every five accepted suggestions, Fred has chalked up \$120.00 extra money on this count alone.

Fred Turco graduated from Walpole High School in 1933. Those were days when jobs were hard to come by. He had several temporary jobs around town before coming with Bird & Son in March 1935. After about two months at No. 2 Box Shop, he transferred to the Norwood Roofing Plant, working on No. 3 Machine, No. 1 Machine and the old Insul-Bric Depart-

ment where Bird Insulating Siding was made by another process before No. 7 Machine was built. For the last ten years he has been Machine Tender on No. 7.

In 1939, when the Eastern Building & Roofing Employees Union was functioning, Fred served as its Treasurer. With the C.I.O. local, he has served several terms as Steward, and in 1950



FRED 'THINK' TURCO has earned enough money 'on suggestion awards to make a start on savings for his children's education.

was a Trustee. Community interests include the Italian-American Society and the Red Cross, where he serves as a committee member to solicit blood donations when the Bloodmobile visits Walpole.

Actually, Fred says, you don't have too much time for outside activities when you are buying your own home, keeping the place in repair, and being a good father to four very active children. There are three girls and a boy in the Turco family. The boy, Roy, is four. The oldest girl, Chrysella, is nine. Faith is seven and a half, and Anne, the youngest, is two and a half.

Asked his formula for entering successful suggestions, Fred replies, "Well, you know what George Smith says—'Think.' It seems to work." He has been tucking away some of his award money in the bank to use for further education of his children. He figures that if he continues to come up with a few good ideas each year, he will have a sizable bank account to draw on when the time comes. "There's no better investment than a good education for

your children," says Fred emphatically.

He has submitted six suggestions so far this year. Five of them have been successful, including the one in September which brought his total count to sixty-one.

September Awards

A Special Award of \$25.00 was paid to Willie Blackman, Chicago for his suggestion "Hopper for Slate Handling," originally accepted in April, 1950.

Main Office

Arthur Glastetter, ACM	\$10.00
Evelyn Thomas, ACP	10.00

Norwood Roofing

Stanley Jezulewicz, FBV	15.00
Ralph Kelley, FBPM9	10.00
John F. Morrissey, FBPM1	10.00
Joseph Roslauskas, FBV	5.00
William Stewart, FBPM1	10.00
John Stupak, FBV	5.00
Fred Turco, FBPM7	10.00
Joseph Watkins, FBPM9	20.00

Shreveport Roofing

Philip Leon, FSPM1	10.00
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Chicago Roofing

Julius Cozzi, FCPM6	5.00
Harry Hill, FCPM6	5.00
Anthony Soltan, FC Sample Dept.	15.00

Benefits Increased

IN September, additional hospital coverage under the Group Insurance Plan was provided to those Bird & Son employees who accepted the change as proposed by the Bird & Son management. For these people the daily hospital rate is now \$10 with an increased weekly cost for each employee of 8 cents. The total additional cost is 16 cents, Bird & Son paying the other 8 cents.

All office employees are covered and the employees in the plants at Shreveport, Chicago and Phillipsdale. The Berry Asphalt Company and Bird Machine are likewise covered. The hourly paid workers at the Norwood Roofing and Norwood Flooring Plants and the East Walpole Plants are not yet under the new benefits as the matter is still being considered during contract negotiations which are now going on.

In the plants and offices covered under the higher daily hospital rate, the group insurance contract now extends to November 18, 1952, thereby making it coincide with the renewal dates of most of the contracts between Bird & Son and the local unions.

Milling Around



JULIA SMITH
SABINA COSTELLO
LOUISA GRAHAM
RAYMOND CASE
GENEVIEVE VITAITIS

DOROTHY MCELENEY
JULIA LEWIS
WILLIAM GRAZADO
MARY McDONOUGH
PAT McDONALD

Messenger Joe Abely has joined the list of Bird & Son employees who are going to night school. Joe goes to Northeastern.

September vacationers were Hilda Rafuse and Ann Smith, who went to Lake Sunapee and Montreal.

Irene Sullivan of the Treasurer's Department was entertained at the Toll House by office friends on October 3 in honor of her approaching marriage.

Jean Beckwith of Billing is recovering following an emergency appendectomy.

A letter from Dick Hazlett, former Messenger, now in the Navy, says he expects to graduate in November from the course he is taking at the Naval Air Station at Jacksonville, Florida. Then goodbye to hot Florida, and home for a few cool days to New England.

Before her wedding, the office girls gave Yvonne Eckhardt a shower at the Abner Wheeler house.

Alice Peterson isn't going to have to change her name. She received a lovely diamond last month from Willard Peterson of North Easton.

There has been a smattering of empty desks upstairs in the Box Shop building

left by late vacationers, most of whom are now back: Ray Case, Wilda Hignett, Helen Cullen, Elin Johnson, Parkie Rogers, Ruth Wilson, Mary Conton and Mary Geary.

Daniel E. Hurley of Cape Elizabeth, Maine, is welcomed to the Bird family. He is a Building Materials Salesman.

Mary Griffin was the lucky winner recently of a free trip to New York. Mary was not able to use her prize and passed on the jaunt to a friend.

Genevieve (Jean) Vitaitis has consented to take over the job of Review reporter for her floor. Her beat includes Files, the President's and Treasurer's Department, her own Box Sales and Shoe Carton Sales as well.

Sympathy is extended to Mary Kelleher on the loss of her mother, and also to B. R. Taylor, whose mother died very recently.

Marjorie Lamore is wearing a beautiful diamond. She is engaged to Kenneth Stuber of Walpole, now in the Army stationed at Camp Breckinridge, Kentucky.

Jean Paterson and Rita Petroni flew to Washington over the Labor Day week-end and visited in Virginia and Maryland as well.

On the day Patty King left to become Mrs. Paul Fulton—she's back now—the Stenographic girls presented her with a pair of chenille rugs for her new home.

We were glad to have a visit from Elaine Monteith, formerly of Stenographic. Elaine is now working at Harbison-Walker Sales Co. on High Street, Boston, and keeps both busy and happy.

Welcome to Richard Whitehead of the Mail Room.

Joe Peattie, who used to be in the Mail

Room, has been transferred to Floor Covering, where we wish him lots of luck.

Jim Conrad and his bride-to-be, Harriet Phalen, were honored by Roofing Sales at a dinner at the Lord Fox on October 3. That was the day Harriet left work in the Files Department and at noon Office friends decorated her desk and gave her a place setting and two other pieces in her silver pattern.

Al Smith, Walter Hartig, and Frank Eishenhauer had October vacations. Following his vacation Frank attended the annual convention of the National Safety Council in Chicago. His wife, Gladys, had saved a week of her vacation and went with him.



THOMAS FLOOD
EDWARD GERAGHTY
FRANK NYBORN
EDWARD WISNIEWSKI
EDWARD POWER

PETER GLEBUS
CHESTER AMBRUSKEVICH
CAROLYN DELANEY
NINETTE PETRONI
ELNA GOTTBERG

Chester Grusheski of Stock Transfer and Ninnette Petroni of the Finishing Mill Office were each presented with gifts by their departments before their marriage on October 7. Chet's friends gave him a purse and Ninnette's, red and white roses with streamers of dollar bills. The couple are making their home on Washington Street, East Walpole.

Bill Stillman and Joe Coburn attended the meeting of the New England section of the Technical Association of the Paper and Pulp Industry (familiarily known as TAPPI) at Great Barrington on October 5.

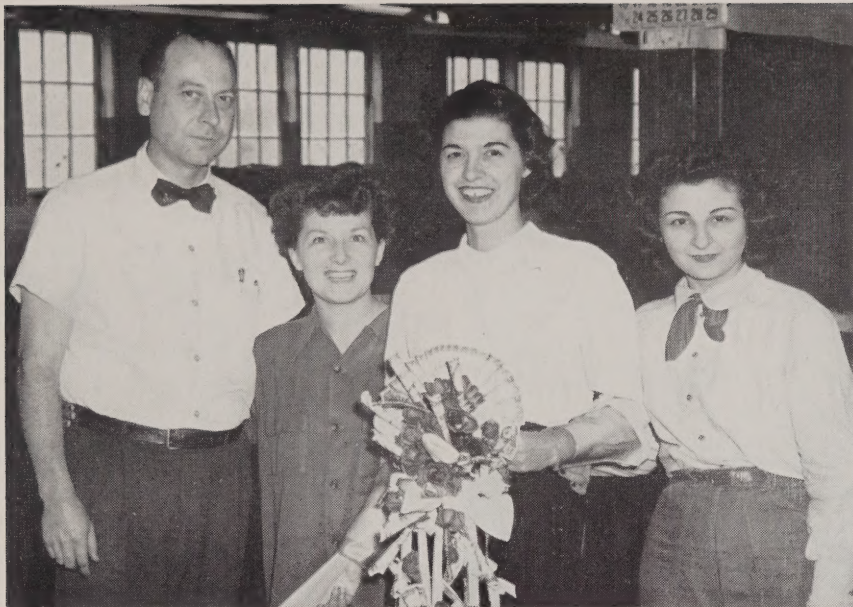
Sympathy is extended to Frank Nyborn on the death of his mother.

The Boston Herald's Henry Moore, "Rod and Gun" columnist, reported on September 28 that William Swinnerton of Sharon (that's Bill of Maintenance) had caught a 30 lb. 14 oz. bass in the Martha's Vineyard Striped Bass Derby. This placed Bill second in line for grand prize in the non-resident class. EM Department reporters furnished further details: Leo Murphy and Bill were fishing at Gay Head on the Island, when Bill got two other strippers besides the prize fish, plus four blues. He won the daily first prize and the daily second. Some fishing!

Co-workers at the Finishing Mill express their sympathy to Mrs. Puopolo and family on the death of Euplio Puopolo, who died



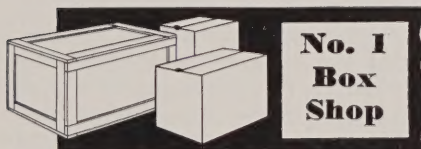
ONE OF BIRD & SON'S PRETTY NEW BRIDES is Viola (Giovannucci) Kirk, who was given a combination toaster-waffle iron and a corsage just before her wedding day. Admiring lovelies standing behind Vi are: Jean Vitaitis, Palma Bilotta, Barbara Pungitore and Patty Connolly.



CASCADE OF ROSES AND STREAMERS OF DOLLAR BILLS from her associates at the Finishing Mill were the pre-wedding gifts to Ninnette Petroni, second from right, in honor of her approaching marriage to Chester Grusheski. With the bride-to-be are John DeCosta, Foreman, and Katherine Kane at the left, and Mary Lavorante, right.

suddenly September 26, on his way home from work.

Peter Flaherty completes twenty-eight years of service here in October. Congratulations.



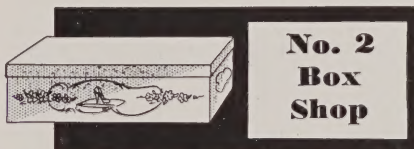
JOHN P. WALSH **CATHERINE BELLEW**
RAMONA CHICOINE **EDWARD PADUCK**
KENNETH HOUGHTON

Welcomed back from service with Uncle Sam is Eric Pihl of the Shipping Department. Eric was with the Army Engineers, APO, San Francisco.

Romeo Valerio is back to school again nights. He attends Lincoln Technical, part of Northeastern University.

Congratulations to Catherine "Gully" Bellew of the Printing Department, who has just been elected to a three-year term on the Bird Club Council. As we go to press, Gully is on a trip to California and other distant parts.

The first time Bill Urquhart ever entered one of his hand-hooked Persian rugs in competition he won a prize. See story elsewhere in this issue.



BARBARA COYNE **JOHN MCGRATH**
A. D. SMITH **MARTIN J. SAULEN**

Leo Levitre and family recently enjoyed a motor trip to New Hampshire and Maine, where at Belfast they mastered the art of breaking, eating and enjoying Maine lobster.

John Geraghty spent his vacation down on the Cape.

Dick Jennings enjoyed his vacation by welcoming home a new addition to the family, a boy.

Arthur Hassler saved some money while on his vacation, by painting his house.

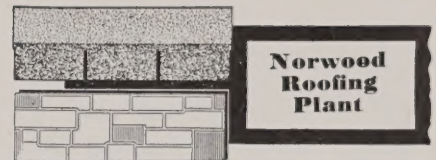
Leo Sears is really getting mileage on his car. He bought himself a Crosley.

Russ Tupper broke a tooth eating pumpkin bread, but it wasn't because the pumpkin was so hard, but because the bakery by chance let fall some machinery in the dough.



"Furthermore, you might have the decency to deny you're wrong until I force you to admit it!"

COPYRIGHT 1951 CARTOONS OF THE MONTH



ARTHUR MCKENNA **ROGER PERCY**
LEONARD WEAVER **JOHN FOLAN**
LOUIS SILVESTRI **VICTOR NARCISO**
JOSEPH NEVINS **JAMES MURRAY**
JOHN HUTCHINS **WILLIAM STEWART**

A party consisting largely of members of the Shipping Office force spent an enjoyable Sunday in late summer cruising in luxury around Narragansett Bay. The trip, over 100 miles on the water, started at Providence, following a course past Prudence Island and within sight of the Mt. Hope Bridge and amongst the Navy and Army ships off Newport. Following a stop for refreshments in a quiet cove beyond the Naval Station, the voyage was resumed to Jamestown, with a further stop for a swim at Bonnet Shores. The return trip followed the other shore of the Bay under the Jamestown Bridge and past Quonset Naval Air Station and Rocky Point, back to the yacht club at Providence. The weather was excellent and there was no seasickness. Those present were Fred Picard, Jim Weir, Tony Utorka, Fred Picard, Jr., Bob Golding, Stanley Wasilauskas, John McDonald, Arthur McKenna, John Greenwood, Jim Fagin and Dave Adams. It is to Skipper Adams, owner of the beautiful 36-foot, two-motored Chris Craft on which we sailed, that we owe our thanks for his hospitality.

Carl Peterson of Shipping has just moved to Wrentham, where he has bought a home.

Plant Engineer Dave Fleming and Mrs. Fleming spent a week recently at the home of their son in Bloomfield, New Jersey.

While Ed Hiller had two weeks' vacation, Charlie Clark took over his duties.

John Famolle of No. 1 Machine is welcomed back on the job after a year of service with the Navy.

After nearly 18 years' diligent toil, Ed Jones has finally returned to the agricultural life he was born to. While vacationing with relatives at Pittsfield, Maine, this summer he became interested in the possibilities of broiler raising. After carefully looking into the project, he found it very appealing and within a short time Ed found the property he wanted. He is now busy converting it into a chicken farm. His friends in the Lab gave him a pen and pencil set as a going-away gift so he could more easily figure his profits.

Everett Pyne went hunting bear (the animal, that is). He did see a real, live one — honest, fellows.

WANTED. Nice fat pig. Object — pork chops. Contact Dom Jemella or John Famolle.

George Kingsley is a patient at the Massachusetts Memorial Hospital. Visitors are welcome.

We welcome Doug Eames back to the Lab. He has assumed Ed Lincoln's previous duties of complaint and application specialist.

Jimmy Goguen, entertaining at the Brick Tap, makes one wonder — how do you play those spoons?



**Norwood
Flooring
Plant**

BRUCE GRINDLE
JAMES CONNOLLY
CHARLES COBB
ROBERT TAYLOR
WILLIAM CHERRY
DOROTHY HAWES
SIDNEY DEYOUNG
FRANK KARSHIS
STEPHEN WOSNIAK
LEO PADDOCK
S. F. CAVANAUGH

Biagio Tronti is riding around in a newly acquired '49 Chevy. He sold his '46 Olds to George Grover.

We welcome back Henry King, who was out six weeks as the result of an operation.

The welcome mat is out for returning servicemen Lawrence Rockwood, Gordon Hill and Michael Connolly.

Orville Spinks is back from his three week's vacation spent between Walpole and Cape Cod, when he acquired a pedigreed Siamese kitten. The only trouble with the feline is that someone showed the animal its family tree and now it's so haughty no one can live with it.

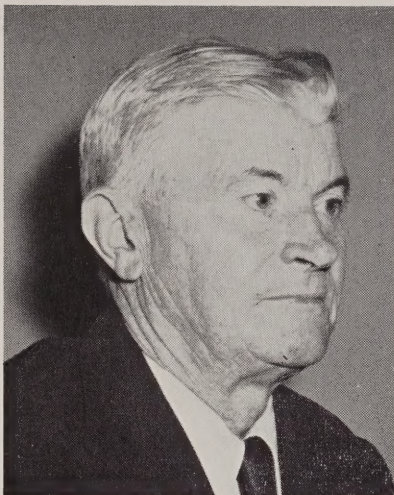
Congratulations to Mr. and Mrs. John Down, who recently celebrated their tenth wedding anniversary.

Ray Quimby is much improved after his appendectomy.

Tile Department Foreman John McDougall has been re-elected President of the Bird Club for a second year.

Anthony Waytekunas has resumed his studies at Northeastern University Evening School. He is majoring in transportation and traffic management. The course covers all the latest developments in its field. The

Retires After Thirty-Seven Years



Thomas Coyne, 63 Union Street, East Walpole. From June 18, 1914, Cutting and Sorting Department (DMC) at Paper Mill. Beaterman's Helper — Shartle. Retired at his own request, September 1, 1951.

school reports there are many demands in industry for this specialized knowledge.

Tom Flynn is back to work after an 18 weeks' absence because of an operation. Welcome, Tom.

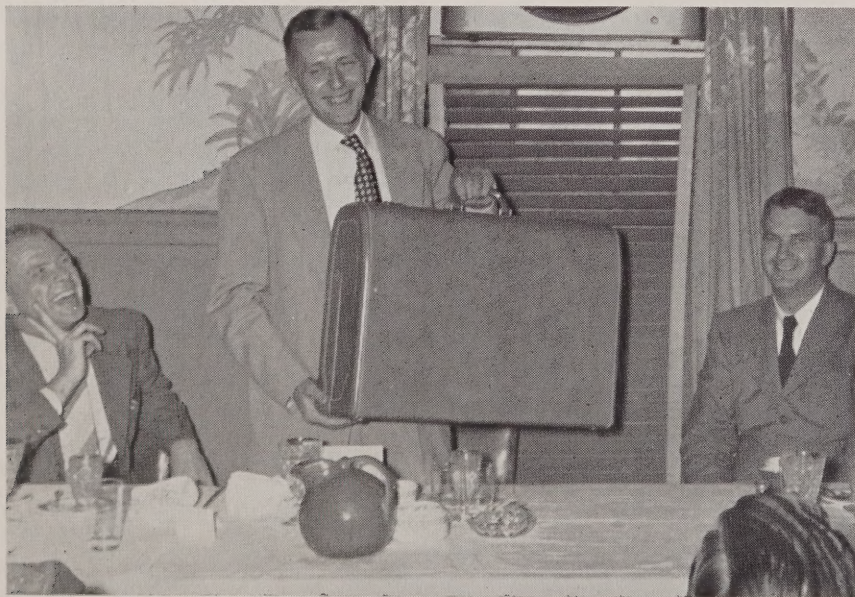
To protect an ink-written address on a package from being smeared by the rain, rub over it lightly with a candle. The thin wax coating will waterproof it, Better Homes & Gardens magazine says.

Flooring Breakdown Repaired in Week

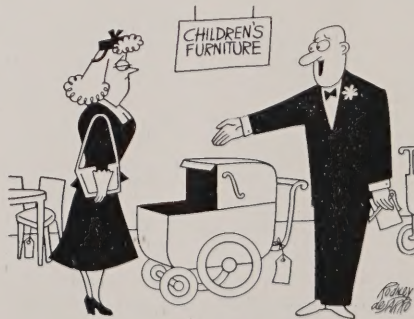
AT 10:45 A.M. on October 1, a major break-down occurred in the Linoleum Department of the Floor Covering Plant, putting about seventy-five men temporarily out of work.

Without warning, just as production operations were starting for the week, a large calender roll broke at the machine which calenders all linoleum. The exact cause is unknown but it was apparently a defect in the roll itself as the production operation was proceeding normally at the time. Working at this location when the break occurred were Bernard DeSavage, Sidney DeYoung, Antonio Abbruzzese, Joseph Zoppa, Martin Green, Donald Groh, John Long and Thomas Folan. Fortunately, no one was injured.

Men from A. A. Lamb Inc., riggers, and from our own Maintenance Department, did a spectacular job of getting the machine back into operation. The roll which broke was a new roll installed only last July. These men removed this roll which weighs thirteen tons and re-installed the old roll which was still available in the Salvage Department. The work started on Tuesday. By Friday, the former roll was in place and ready for a test run. The department resumed normal operations on Monday, October 8, nearly a week earlier than some engineers had estimated the work could be done. Men from the Floor Covering Maintenance Department who assisted in this project were Carl Johnson, Howard Nelson, Clayton Abar, Alfred Ellis, Charles DiMarzo, Louis Camelio, Oscar Johnson, George Bigelow, Thomas Paquette, George Schoener, Jr., William Heino, John Smith, Arthur Walker, Donald MacAleese and John Green. Process Engineer Frank Sutherland was in charge of the work.



THE CASE OF THE TRAVELING MAN was taken up at some length by friends of Ed Lincoln on the occasion of a farewell dinner recently when Ed left the Norwood Roofing Lab to be a salesman for Bird. Here Ed himself has the case well in hand (his gift of a new bag, that is). He is flanked by Lab Head Stan Sallie, who has just heard a new one, and Mill Super Bill Wright.



"Now here's one that can easily hold 15 pounds of groceries"



THIS COMPLETELY ADORABLE CHILD is the two-year-old granddaughter of Alton Bailey, Berry Asphalt Company refinery employee. She is Beverly Joyce Riddling.

Notes from Auburn, Maine

By HELEN LANE

Fern Champagne and husband Russell have moved to Sabbatus, where they have bought a new home.

Guess the girls will have to let their husbands do all the work on their new homes. It seems to be a little rough on the women. Angie Boisvert had a sore knee from helping with the cellar floor, and Ann Bannister went her one better with two sore knees, helping with the insulating.

We are very happy to hear that Anita Nadeau's husband is much improved and is home from the hospital.

Rita Tremblay celebrated her 11th wedding anniversary on the last day of August.

The girls all say they are very happy to have Guy Houghton back home once more.

Ruth Wardwell plans on taking her second week of vacation while her brother is home from the Army. She will go to Caribou where the family home is.

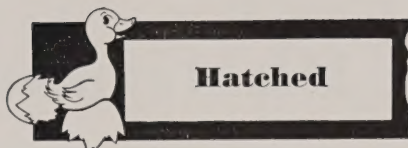
We lost one Theberge, Gertrude, but have another one in her place, John, her brother. Glad Gert is going to continue her education, though. Welcome to Bird & Son, John.

Those who missed the movies that Ben Sirois ran the other noon really missed a good show. He has some very nice films.

The girls were all talking about the pretty blue sweater Rita Tremblay had on the other day. Even Bob Carroll said it was his favorite color.

Art Lynch flew to Bermuda for his vacation and nearly got caught between two hurricanes. What a thrill that must have been.

Ralph Maxim was moaning the other day because the fishing is nearly over with. Cheer up, Stub, comes November first, and hunting.



To Richard and Mrs. Jennings, a son, David, on September 14. (No. 2 Box Shop)

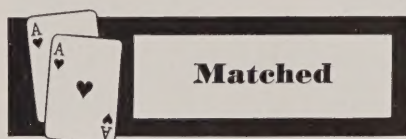
To Mr. and Mrs. Norman Benson (the former Joan Peterson of the Office), a daughter, Deborah Karen, on September 28.

To Stephen and Mrs. Mainones, a son, Robert, on September 10. (Flooring)

To Gilbert and Mrs. Dias, a son, Gary Phillips, on August 29. (Phillipsdale)

To John and Mrs. Zambella, a daughter, Beverly Ann, on September 10. (Finishing Mill)

To John (Jack) and Mrs. Murphy, a daughter, Barbara Jean, on September 6. (Roofing Sales)



Emil Bazy and Yvonne Eckhardt (Main Office), on September 15, at the Westwood Baptist Church.

Kenneth B. Kirk and Viola Giovannucci (Main Office), on September 15.

Russell D. Olney and Jane B. Duhamel (Phillipsdale Office), on September 15,



LUCKY BOY, LUCKY GIRL. Cpl. Perry Watts, son of Blanchard Watts of Shreveport Maintenance, and his enchanting bride, the former Peggy Lunt. Perry is now stationed in Germany as an Army replacement and Peggy is employed here in Shreveport.

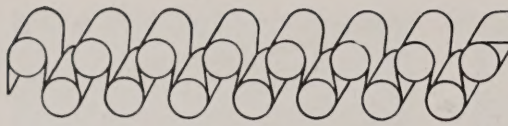
at the East Providence Union Congregational Church.

Paul E. Fulton (Flooring) and Patricia King (Main Office) on September 22, at St. Mary's Church, East Walpole.

Chester J. Grusheski (Paper Mill) and Ninnette Petroni (Finishing Mill Office), on October 7.



YVONNE ECKHARDT, now Mrs. Emil Bazy, at her desk in Purchasing the day she left before her wedding. Office friends gave her a place setting in her silver pattern, a bouquet and a corsage, along with their best wishes. Some of her well-wishers looking on are: Claire Barry, Evelyn Demers, John Andrews, Marianne Masino, Charles Makarevich, Elinor Hale, Ruth Perkins, Dick Phipps and Mary Molla.

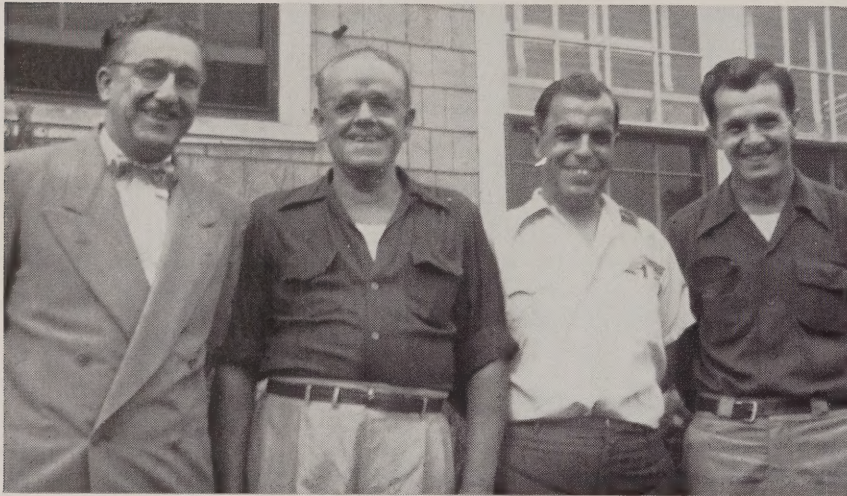


Phillipsdale Plant

REXFORD H. SALISBURY
MANUEL OLIVER

DAVID S. LOWRY
ARTHUR TRUDELL

LESLIE E. HOWARD
ROBERT CROWLEY



HEADS OF THE PHILLIPSDALE UNION are these officers: Joseph Queenan, Charles Anthony, Manuel Oliver and John Ellis.

Vice President Ellis

John started his service with Bird & Son at the Roofing Plant (Norwood) in 1940. After a short time there he transferred to Floor Covering from which he later, in 1944, transferred to Phillipsdale. His work at Phillipsdale has been on the Paper Machine where he is now a Backtender. John has long been interested in Union matters, having been a representative from his department, but this is the first time he has been an officer.

John used to be a famous soccer player, having played on several Bird & Son championship teams before he started to work for the company. But now in his old age—he is thirty-five—he is living quietly with his family in Fall River.

Secretary Anthony

Charlie started with Bird & Son first in 1913 but left in 1917. Later in 1928 he returned and has been on the Paper Machine ever since, becoming a spare Machine Tender in 1929 and a Machine Tender in 1936.

He has always been interested in industrial relations. He took an active part in the old Plant Council and has been secretary of the Phillipsdale Union since it started. In his spare time he has been known to dabble a bit in town politics.

Charlie is a veteran of the First World War. He has three children, two daughters and a son, all married, and three grandchildren. He has his own home in Riverside.

Treasurer Oliver

Manuel is probably one of the youngest members of the Bird Quarter Century Club. He started with the company in 1924 as an office boy when only fourteen years old. In his years with the company he has also worked as a Crane Operator and Gang Boss in the Shipping Department. Since 1942 Manuel has been our Storekeeper.

He has been Treasurer of the Union since it started. He also has been the guy who makes all the arrangements

Meet Your New Union Officers

EMployees at the Phillipsdale Felt Mill on September 7 elected their union officers for the ensuing year. All have previous union experience, although the vice president holds an office for the first time. The secretary and treasurer have held their respective offices ever since there was a union at this plant, back in the forties.

The new officers of the Eastern Building and Roofing Employees Union are:

President — Joseph Queenan
Vice President — John Ellis
Secretary — Charles Anthony
Treasurer — Manuel Oliver
Sergeant-at-Arms —

Charles Sinnett

President Queenan

RED SOX fan, orator, Republican town committeeman, disciple of Izaak Walton and employee of Bird & Son for seventeen years—that is the dynamic Joe Queenan, recently re-elected President of the Phillipsdale Union.

Joe was technically on vacation when we sat down for a chat with him in the plant smoking room. He was

most cordial, however. He must have been used to being interrupted during his time off. Joe has been on some committee or other, he said, ever since there were any union activities at the plant. He was Vice President two years serving under his brother Bill. Joe is now starting his third term as President.

Pet project of Joe's is the Retirement Plan. As he expressed it, "further benefits are wanted." He feels his job as president of the Phillipsdale Union—the only unaffiliated Independent among the unions at the Bird plants—is that of go-between for labor and management. As for the union's being unaffiliated with any national group, Joe says the men like it because they seem to have obtained what they want as an independent, so why change.

Born in Providence, Joe attended Holy Name Grammar School and went to Commercial High nights. He was with a jewelry firm for ten years, both selling and doing accounting for them before he started with us as a Checker in Stock Handling. He is now a Piper's Apprentice. His home is in suburban Rumford.

for most of the parties, bus trips or dinners that are held by the men at Phillipsdale. He has done such a good job at it that he will probably continue to have the opportunity to take care of these things for a long time to come.

Manuel lives in his own home here in East Providence with his family, which includes two daughters, eight and twelve years old.

Sergeant-at-Arms Sinnett

Charlie has been with us since 1929, working in the Cutter Room, where he was a Gang Boss, and since 1945 in the Transfer Department. He has been interested in Union affairs for some time having served several times as representative and is starting his third term as sergeant-at-arms.

He has three children. A son and daughter are both in the Army—you saw their pictures in the August Review. Charlie lives here in East Providence.

Committee members were also elected. Members of the Finance Committee are Joseph Wynne, William Queenan and Albert Hammond. Serving on the Board of Representatives for various departments are:

Raymond Nolan	DPP and DPJ
Frank Reed	DPH
Edward Smith	DPIF
Matthew Pino	DPM and DPL
Manuel Rebello	DFC
Philip Gordon	DPB and DPX
Edgar Vatcher	DPI
Anthony Matonis	DPV
Arthur Trudell	DPE and DPR

George Hawley

GEORGE W. HAWLEY, Chief Engineer of the Phillipsdale Plant for thirty years, from May 1918 until he retired at the end of 1948, died October 6 in the Memorial Hospital in Pawtucket after a short illness.

The "Chief" had a long and varied experience in his chosen field. Before coming with Bird, he spent several years with the old Fall River Line and later served as power plant engineer for electric railways in Brockton and Providence. In his thirty years with Bird, he helped with the many developments in our power plant including the installation of the present equipment.

Along the way, the "Chief" found time to be president of the National Association of Engineers and to be active in several Masonic bodies. He was a fifty-year member of St. Paul's Lodge in Newport. He was a member of the Rising Sun Lodge and the Craftsman's Club of East Providence and Royal Arch Chapter, Cavalry Commandery and Palestine Temple of Providence.

Up to his last illness, he seemed to be in good health, and we looked forward to his frequent visits to the mill.

He is survived by his wife and two sisters.

Burial services were held in East Providence with interment at Newport. The pallbearers, all Bird & Son men, were Rexford H. Salisbury, Helge J. Holter, A. H. Chamberlain, Oscar M. Lambine, Harold Hyde and David S. Lowry.

Phillipsdale Notes

Add to Those Taking Pride, grandpappy Tony Dias, on account of Gil's new son, born the last of August in Providence at St. Joseph's Hospital.

We were glad to have had a visit from Chick Campbell, now of Chicago, who dropped in during his vacation.

Our sympathy is extended to Leslie Howard in the recent loss of his mother on September 7 and to John Conley whose father died August 16.

Joe Queenan has taken on a new activity to help with his spare time. He has been appointed to the East Providence Republican Town Committee from the Rumford district—and are some of his Democratic friends surprised!

Dick Ferris has been working hard on his home in Tiverton, but he took time off to spend a week in Saco, Maine.

Ben Pino claims to have one of the best watch dogs in town, but according to the paper someone stripped Ben's clothesline one night recently with the result that Ben now is minus two pairs of fancy shorts and a blue bathrobe. Guess he'll get a new dog now.

Talking of clothes, "Swede" Pierson recently came in to work wearing a pair of socks that were not mates. Looks as though he was trying to keep up with the new fads.

Well, sir, we are sure glad the baseball season is over. The daily feud between Florence Hussey and her Red Sox and Farmer Rochford and his Yankees was getting pretty hot. Well, as Florence says, you can't lose all the time.

George Condry's home in Rehoboth was written up by the Providence Sunday Journal as a feature in its home section.

Les Howard's son Leslie was recently made a sergeant in the Army.

(Continued on page 22)



CHAMPIONSHIP GOLFERS. These are the members of the Bird team which won this season's East Providence Industrial League golf championship. At the left holding trophies are Captain Bill Kanoski, Phil Gordon and Joe McBride, and right (taken at another time), Fred Pierson.

Shreveport

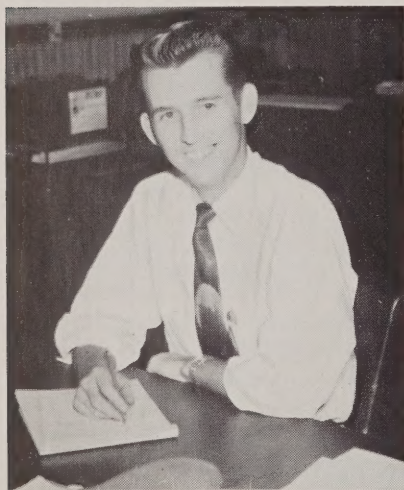
News and Views

STAFF: LUCILLE MCMURTRY, D. L. OLIVER, JR., WILLIE L. SMITH, FRANK MARKHAM, EDWIN SOMPAYRAC
RICHARD POTTER, Photographer

Sales Service Headed by Cook

JOHN DONALD COOK has been appointed Sales Service Manager at Shreveport. He succeeds C. B. Wilde who resigned September 1.

Don was born in Ruston, Louisiana, attended Ruston Grammar and High Schools and graduated from Louisiana Tech. Before joining the Bird organization, Don was employed as salesman



John Donald Cook

for House of Floor Covering in Shreveport. He was hired by Bird & Son, August 1, 1949, as a Sales Trainee. He spent some time in the mill under the supervision of most of the foremen, and also in the Sample Department. Then Don studied in various departments in the office, besides spending time traveling with the different salesmen.

On January 1, 1950, he was transferred to West Texas and New Mexico Territory as Territory Representative. Don was the first regular salesman to work this territory, as it was previously handled as Office territory.

During the time he spent in this territory, Don made many friends and became a native Texan to the extent of

being the proud owner of a pair of genuine Texas Cowboy boots. He did not remain long enough to acquire the 10-gallon Stetson hat.

On September 1, this year, Don was transferred back to Shreveport Office to accept his present position. We are sure he will continue to do a fine job.

Besides Don, the Cook family includes Betty, his lovely wife.

Shreveport Speaks

The Shreveport Foremen have just completed the training film series entitled "Human Factors in Safety." Our insurance carrier has stated that our group of foremen got more correct answers than any other of the supervisory groups the quizzes had been given to in this area.

Eddie White's 17-year-old son is taking his basic training in San Diego.

Joe Springer's son, Paul, died in the Veterans Hospital at Hot Springs, Arkansas, September 12. All of Joe's many friends in the Shreveport Plants extend their heartfelt sympathy.

Several boys in the Office and Plant have banded themselves into a bowling team and entered the Caddo League who bowl at the Jordan Street Alleys. One night Clark Motor Shop beat us three games, took high team series, took all of the prize money and Mr. Williams' pencil. Just wait until Johnson, Cobb, Bamburg, Markham and Sompayrac get in shape. Those pins are really going to take a beating.

The other day Claude Ragsdale offered Leon Taylor a chew of Day's Work. Leon, being a new hand at the Felt Mill, naturally wanted to be friendly. Although he had never tried to chew tobacco, he just figured it was all in a day's work. It may have been the heat, or the tractor fumes, or maybe you are not supposed to swallow what you chew, but we understand Leon is a Wrigley man from here out.

"Buck" Burroughs plans to move soon to a four-bedroom apartment in the new government housing project on Wilkinson Street.

Merlon Frantom's dad is in the hospital for an operation.

Robert Smith's daughter, Neva, was stricken with acute appendicitis at Minden the latter part of August. Appendectomy was performed at Minden Hospital.

Robert Gewin is back at work after an operation that kept him on his farm for three weeks.

Congratulations to Dude Davidson upon becoming grandpa. Dude grins rather broadly when you mention the little granddaughter, but says he'd rather have had a "boat-paddler".

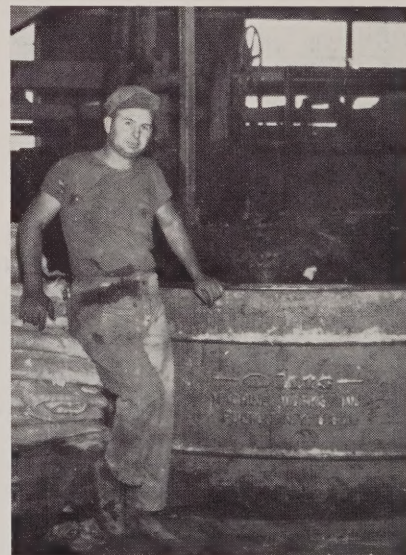
Joycelyn and Robert Wilson have just returned from a vacation trip through Colorado and the Western States. It was so nice and cool there, they hated to return to Shreveport.

We welcome Lester Evans as a Southwestern Division truck driver. On his new job, Larry will travel through nine states and, of course, the Bird trucks are the prettiest on the road.

R. N. Potter took his family to Galveston for a week's vacation and reported a very nice time.

Grace Fuller's little niece has moved to Pine Bluff, Arkansas, from Tifton, Georgia, and Grace is looking forward to seeing her quite often.

Gladys Bryan spent two weeks motoring



WELCOME HOME, AL. Albert E. Creglow is back at work again after a year of service for Uncle Sam. He and Mrs. Creglow will live at Houghton again and she will teach school.

through Ohio and eleven other states on her vacation.

Bill Wilson, son of Vivian Wilson, has returned to Tech for his senior year. Bill is also a member of the Theta Zeta.

Ann Eddie is now in Biloxi, Mississippi, vacationing on the beach. We know Ann will have lots of fun.

D. F. Nance thought a nice two weeks' vacation at home resting would be the very thing so he took the two hottest weeks of the year. The heat drove him to "shopping around" for two weeks in the air conditioned stores. That's using your head, Nance.

Gertrude Salter spent the Labor Day week-end in Beaumont with her sister and other relatives. She had lots of fun.

Mims Dyess took a two weeks' vacation and motored to his home in Ellisville. No doubt he got some good pointers from his dad, "Deacon," who has been in the business a long time.



A FEW WEEKS AGO, Jack Cooper drove to the Gulf Coast for a vacation, as he had promised a close friend to act as best man at his wedding in Gulfport, Mississippi. In this same wedding party was a Miss Elizabeth Hunter. Jack, being a careful draftsman, mapped his plans just as he draws his prints at Shreveport. The picture shows Jack and Elizabeth after they were happily married, and Jack has again drawn perfect designs.

Cherished Trophy Now at Glenwood

GLENWOOD is now proudly exhibiting the **BIRD SAFETY TROPHY**. Several years ago when Glenwood was a separate plant in the contest they were holding this covered award. When it was decided to include Glenwood with Shreveport, they lost the trophy without having an accident because Shreveport had a man hurt. Now since Glenwood and Shreveport again have the trophy "down South" we are glad to have Glenwood display it. We'll do our best not to lose it for them again.



Magnolia Notes

By **STELLA HINES**

Bonnie Odom has just returned from a very pleasant two weeks' vacation spent in Jackson, Mississippi, and Homer, Louisiana.

Avis Moses and husband, Bill, are making plans for a motor trip across Texas and on to Phoenix, Arizona. Carlsbad Caverns will be a stop-over on the way.

Zuma Awbrey and family enjoyed a trip to Galveston, Texas, recently in their new Pontiac.

Norwood, son of Roger N. Smith and one of Berry's 1951 graduates, has enrolled in Tulane University.

Betty Miller, who left the Royalty Division on the advice of her physician, has certainly been missed by everyone. We hope you're feeling much better, Betty.

Jim Van Pelt of the Chicago office was a recent visitor to Magnolia.

During the crowning of Columbia County's fair queen, Janet, daughter of A. T. Van Pelt, and Ann, daughter of Roger Smith, were among the "royalty."

Waterloo Notes

By **PEARL MCGUFFIN**

We were sorry to lose Marvin Murry, who returned to Southern State in September to resume studies.

Preparations are being made at this writing for the social event of the season—the annual barbecue, October 4, honoring long service employees. This year permanent tables are being made, thanks to the Lease Department.

Morgan Moore has the snazziest new automobile in Waterloo—a Pontiac (Catalina).

The Refinery has had its face lifted and it is just as if someone waved a wand and all the ugly disappeared. All metal buildings boast a new coat of aluminum paint with green tops and the grounds have been cleaned and graveled.

The talk of the town is the pet 'coon owned by the Clarence Clarks. He seems to be the nosiest, busiest little animal and just about rules the house.

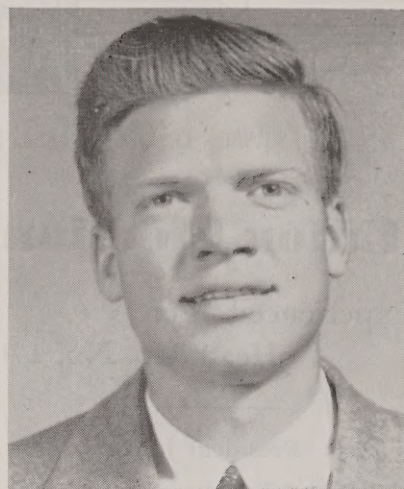
Clarence Clark took a week's vacation and started a remodeling job on his home.

E. A. Greer took a week of his vacation and stayed home.

Delton Bustin has just returned from a vacation trip to Des Moines.

Ira Weems and family took a few days' vacation and took a trip up in the Arkansas Mountains.

Another Berry Son Among Graduates



RONALD DIXON, another recent high school graduate, is the son of Otis Dixon, lease employee. Ronnie, who graduated from Willisville High, is married now and is employed by the International Paper Company in Camden, Arkansas.



WEDDING OF INTEREST to Berry employees the last of August was that of Helen McWilliams of our Royalty Division to Foster Manning, Jr., student at Southern State College. Helen and Foster were married in the First Baptist Church of Magnolia. The bridegroom comes from Wellsville, New York.

We are sorry Herbert Herring is in the hospital for an operation but glad to hear that he is recovering successfully.



Chicago Roofing Plant

STAFF: G. F. CAMPBELL, MATHILDA HANSEN, VIRGINIA O'BRIEN, JOSEPH BLACKMAN, MARTIN PEARCE

Union Election

Experienced Men

Head Up No. 170

President Julian

Robert Julian, known as Major to his fellow workers, was recently re-elected President of the United Gas Coke & Chemical Workers of America No. 170, C.I.O. He also held this office last year.

Chicago Union President Julian started at Bird & Son on April 26, 1935, and worked until that November, when he was laid off. He returned to work in February of 1936. However, his service record actually starts from January 13, 1937. He worked in various capacities on the old No. 1 Roofing Machine which was removed last year, and on July 22, 1946, became an Oiler attached to the Maintenance Department, where he now works.

Vice President Tomei

Vice President Nicholas Tomei came from Brooklyn, New York, where he was a member of the National Guard connected with the 106th Infantry, 23rd Silk Stocking Regiment. Before coming to work for Bird & Son on December 8, 1946, he was employed in Chicago by the Sherwood Refining Co. They moved their plant to New Jersey, but Nick liked Chicago so well that he chose to remain here and has worked for Bird as a Tractor Driver since that time. He was elected Vice President in 1950 and re-elected in 1951.

Recording Secretary Pearce

Martin Pearce, Recording Secretary, is not new to Union business as he is a member of the Executive Board District Council No. 7, U. C. W. - C. I. O. He was steward of the Local Union for two years and President for four years. He started with Bird & Son in 1929 on No. 1 Machine. After serving in sev-

eral capacities he was transferred to the Blowing Department. Marty considers himself a young old timer.

Treasurer Troy

Treasurer John Troy started to work for Bird & Son in June 1943. He served as Steward of the Asphalt Blowing Department in 1946 and 1947, was Vice President from 1948 to 1950, and was elected Treasurer in 1950 and re-elected in 1951. In the Navy for three years, John Troy is a member of the

Naval Reserves and has held posts of Deputy Chief of Staff and Secretary of the Veterans of Foreign Wars, Post No. 3940. If you ask him he will tell you that he is Foreman Joe Blosky's right hand man.

Chief Steward Sigmon

Oples Sigmon was elected Chief Steward in the 1951 election. He came to work for Bird & Son on April 4, 1949, and at the present time is working on FCPM6, our new machine.



OFFICERS OF THE CHICAGO PLANT UNION. Left to right: Martin Pearce, Nicholas Tomei, Robert Julian, John Troy and Oples Sigmon.

Chicago Chit Chat

Marty Pearce reports that he recently received a letter from his nephew, Nick Ahrens, who said he has been back and forth across the Han River in Korea so many times that it isn't funny any more. Nick is with the Field Artillery and has been in Korea for seven months. He is looking around for Mike O'Shea, who is also in Korea. Both Nick and Mike are from FCQ (the Asphalt Blowing Department) and went into service about the same time last year. Nick said he sure appreciates receiving the Review. He hopes to get back to Chicago in October. We hope so, too.

R. W. (Bob) MacLeod was on a two weeks' vacation and took his family to Cleveland to visit his brother.

The question has been asked — who drives the 1949 Dodge with no floor boards on the right-hand side? Can anyone give us the answer?

We understand that the reason Tony

Soltan looks so sad in the picture of those receiving suggestion awards was due to the fact that he received a check for \$15.00 and was afraid they had overpaid him. No Withholding Tax and F.O.A.B. tax were deducted from Tony's money, this tax being paid by the company.

We welcome Rosetta Ruhlach and Lillian Austin and hope their stay with us is long and pleasant.

When Harold Altman and Bob Brebach recently took a week's trip on the Great Lakes steamer, they ran into quite a storm. We understand (this is Altman's story) that he was one of the few who didn't get seasick.

Benedict Macfarlane spent his vacation taking an extended auto trip.

Steve Traudt of Industrial Engineering in East Walpole visited us for a couple of weeks during the month of September.



CHICAGO'S FIRST SPECIAL SUGGESTION AWARD this year was a check for \$25 to Willie Blackman, right, shown here receiving the money from W. W. Wilson, Western Division Manager. Willie's idea was for a special hopper to help in unloading slate. The suggestion was accepted last year and now shows substantial savings. Incidentally this is the first suggestion Willie ever submitted.

Left to right: Tony Soltan, Plant Superintendent Donald Frazier, Mr. Wilson, Harry Hill, Special Award Winner Blackman, Office Manager G. F. Campbell and Julius Cozzi. Soltan, Hill and Cozzi also received awards for regular suggestions.

Long Service List

WE give below the names of those whose fifth, tenth, fifteenth and twentieth anniversaries fall during the month of November, and of those who complete twenty-five or more years' service during this month.

Name	Year	Dept.	Years
Marshall H. Grant	11-10-94	Retired	57
Ernest W. Stather	11-18-01	Retired	50
Erick A. Johnson	11-20-03	Retired	48
Philip H. Bailey	11-1-04	Retired	47
Timothy J. Riordan	11-12-07	Retired	44
Lewis Walter	11-5-08	Retired	43
Michael McDonagh	11-6-11	Paper Mill	40
Michael Sawkiewicz	11-20-14	Paper Mill	37
Anton Blazic	11-7-16	Retired	35
Marion A. Tolman	11-26-17	Office	34
Wilmer C. Wiggins	11-27-17	No. 1 Box Shop	34
Louis Maida	11-4-18	Finishing Mill	33
James H. VanHoy	11-10-19	Roofing Sales	32
George S. Petraitis	11-28-19	Flooring Plant	32
Harold S. Higgins	11-9-22	No. 1 Box Shop	29
Gabriel J. Kakanauskas	11-13-22	No. 1 Box Shop	29
Adolph P. Waitonis	11-21-22	Retired	29
James Bunascienk	11-22-22	No. 1 Box Shop	29
Fred E. Morrison	11-24-22	No. 2 Box Shop	29
Margaret E. Delaney	11-26-23	Office	28
Frank P. Reynolds	11-3-24	Director of Research	27
Carl Wurzel	11-19-24	No. 1 Box Shop	27
Peter Petroni	11-21-24	Sick & Accident	27
William P. Carr	11-9-25	Roofing Plant	26
Jesse B. King	11-9-25	Maintenance	26
Eleanor J. Morse	11-13-25	Office	26
Helen G. Curran	11-23-25	Office	26
Patrick J. Greaney	11-2-26	No. 1 Box Shop	25
Fred W. Jakel	11-5-26	Flooring Sales	25
Roland A. Forbes	11-5-26	Flooring Plant	25
Luigi Carpentiero	11-2-36	Flooring Plant	15
John Ambruskevich	11-4-46	Paper Mill	5
Karl H. Larson	11-5-46	Paper Mill	5
William H. McMahon	11-5-46	Flooring Plant	5
Samuel S. Primack	11-5-46	Flooring Plant	5
Joseph B. Foley	11-5-46	Military Service	5
Viro J. Wasilunas	11-6-46	Roofing Plant	5
Francis A. Gotovich	11-21-46	Flooring Plant	5
Steven A. Mainones	11-25-46	Flooring Plant	5

PHILLIPSDALE

Manuel M. Costa	11-9-23	Retired	28
John B. Rogers	11-1-26	Plant	25

CHICAGO

Benjamin Macklin	11-4-19	Plant	32
Peter Wagner	11-4-19	Plant	32
Ralph C. Baumgardner	11-1-46	Plant	5

SHREVEPORT

Fred H. May	11-15-41	Roofing Sales	10
Tyrie Heard	11-11-46	Roofing Plant	5

BERRY ASPHALT COMPANY

Doyle W. Murry	11-18-41	Waterloo	10
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Veterans' Rights

UNDER the 1950 amendments to the Social Security Act, wage credits of \$160 per month were given to all persons who served in the military or naval forces of the United States in World War II. In other words, you are considered to have been working on a job covered by social security at an average monthly wage of \$160.

The wage credits apply to all persons who served 90 days or more during the period September 16, 1940, to July 25, 1947, and who were discharged from active service under conditions other than dishonorable. These credits are allowable regardless of whether:

- the veteran is alive or deceased
- he died in active service or not
- death occurred more than 3 years after discharge or separation, or
- pension or compensation is payable by the Veterans Administration.

The wage credits while in the service will be added to his credits earned during civilian employment. This is important to the veteran when he applies for retirement benefits at age 65 or later; or to his survivors in the event of his death.

In Military Service

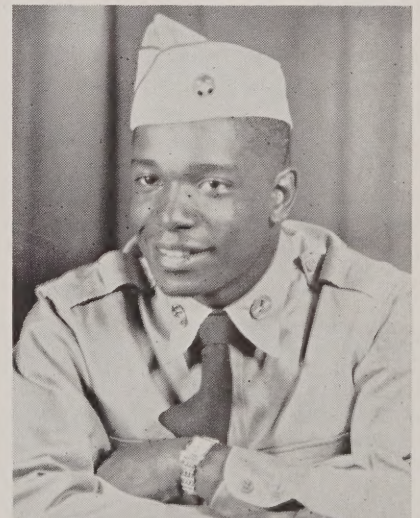
"Alsup."
"Here."
"Foley."
"Here."
"O'Grady."
"Here."
"Smith."
"Here."

These are the latest Bird & Son men to answer the call into service. Joe Foley is on leave from No. 2 Box Shop, while Philip Smith worked in the Research Laboratory at Norwood. Leroy Alsup and Michael O'Grady are Chicago boys.

Plea for Clothes

Don't throw away those old clothes you don't want any more. If there's good left in them, send them to Korea. The collecting agency, established by civic, labor and church groups, is ARK—American Relief for Korea. Here is what ARK says: "All manner of usable warm clothing is urgently needed—sweaters, mufflers, coats, dresses, trousers, underwear, woolen socks, low-heeled shoes, and particularly children's clothing. Bundle them up and send them prepaid to the A.R.K. warehouse nearest your home."

"The A. R. K."
Maspeth, New York
or
"The A. R. K."
St. Louis, Missouri
or
"The A. R. K."
Oakland, California.



PFC. ROBERT LOCKINOUR, Chicago Plant, took time out to pose for this picture while on furlough visiting his mother, Mrs. Calenthe Lockinour, and sister, Roberta.

Hobby:—Hard work that you would be ashamed to do for a living.

—Gilbert Norwood in *This Week*.

Bird Club Elects Leaders for Year

TWO new directors were elected for a three-year term at the annual meeting of the Bird Club on September 13 and a third was re-elected. Edward Wisniewski of the East Walpole Machine Shop and Catherine "Gully" Bellew of the Printing Department at No. 1 Box Shop are the new members of the club's governing body. Re-elected was John McDougall, who was president in the 1950-1951 season.

Voting for treasurer and secretary was also conducted with Al Smith being re-elected Secretary and Howard Whitney re-elected Treasurer. The new Council elects the president and vice-president each fall at the October Council meeting. At this time also, committee chairmen are named.

Besides taking care of elections, reports from officers and chairmen were read at this annual meeting. President McDougall reported a successful year. He stressed in his report the need for more activities for employees who are not interested in athletics.

Auditors P. F. Rogers, Charles Makarevich and Arthur Wilson reported Treasurer Whitney's books in good order.

McDougall, Coburn Re-elected

Latest report gives the result of the elections at the Council meeting on October 4. John McDougall and Joseph Coburn were both re-elected to serve as President and Vice President respectively.

With few exceptions, those who were named committee chairmen last season will again serve this year.

Free Turkey Shoot

A GALA Thanksgiving — Lucky Target Turkey Shoot is announced by the Tri-Mill Sports Club. To be held November 15 and 17, just before the holiday, this shoot will be open to all employees of our Massachusetts plants. Each entrant will be entitled to try his luck on one target absolutely free. Ammunition and rifles will be furnished by the club. Rifle club members will be glad to instruct any beginners in the mysteries of the .22-cal. firearm so all can have a crack at winning a turkey.

The target (see cut) gives everyone, the beginner and the expert alike, an equal chance. These "luck targets" are becoming popular throughout the country. Five and a half inches square, the numbers on the target cannot be distinguished at a fifty-foot range. All you do is point the rifle at the target, squeeze the trigger and trust to luck. You get three shots and if you miss the target altogether you get a shot until you plug the paper three times.

The match will be held in two sessions for the convenience of shift workers. The first will be at the Norwood Municipal Building attic range on Thursday night, November 15, 6 to 11 p.m. The second session is scheduled for the South Street (Walpole) range on Saturday morning, November 17, from 12 noon on. Signs on the road will indicate the location. If it is bad weather, it will be held in Norwood.

Turkeys will be given away on the basis of highest scores. And there will be one turkey for every twenty shooters. Contestants may shoot as many targets as they like — after the first free one, they are 25¢ each.

The committee in charge are: Larry White, chairman; Bill Ivatts, Bill Swinerton, Eddie Welsh, Jack Walsh, Dan Adams, Pat Haste and Sis (Florence) Murray.

Neponset Choral Society

Back in the news is the Neponset Choral Society, meeting this year still at East Walpole Square, but in a different building. They are holding their

← **THESE BABY RABBITS** were impeding the path of progress one day last month when Joseph Medeiros was working with a tractor in the Phillipsdale mill yard. Joe rescued them and at noontime when this snapshot was taken, was hoping he could find someone who would like three rabbits for pets.

LUCK TARGET

1	3	5	9	1	3	5	9	1	3
5	9	1	3	5	9	1	3	5	9
1	3	5	9	1	3	5	9	1	3
5	9	1	3	5	9	1	3	5	9
1	3	5	9	1	3	5	9	1	3
5	9	1	3	5	9	1	3	5	9
1	3	5	9	1	3	5	9	1	3
5	9	1	3	5	9	1	3	5	9
1	3	5	9	1	3	5	9	1	3
5	9	1	3	5	9	1	3	5	9

LUCK TARGET, which will be used by Tri-Mill Sports Club at their turkey shoot November 15 and November 17. High score counts. The thing is obviously designed for near-sighted people with the shakes.

Monday night sessions now in the Tower Room of the No. 2 Box Shop Building. Director again is Leonard Weaver and chairman is Chet Porter. Several new men and women have joined this fall and the group is already working on Christmas music.

Girls' Bowling

Girls' Bowling started the 2nd of October at the Norwood Sport Center. Helen Quackenbush is chairman, assisted by Edythe McMullen and Eileen Bailey. Forty-eight girls signed up. Automatic pin setters should speed up the strings, once all the girls get trained on the button-pushing.

Phillipsdale Notes

(Continued from page 17)

Arthur Turner had a bad foot for a while caused by stepping on a shell or something while doing some clamming. Understand he is now going to stick to fishing.

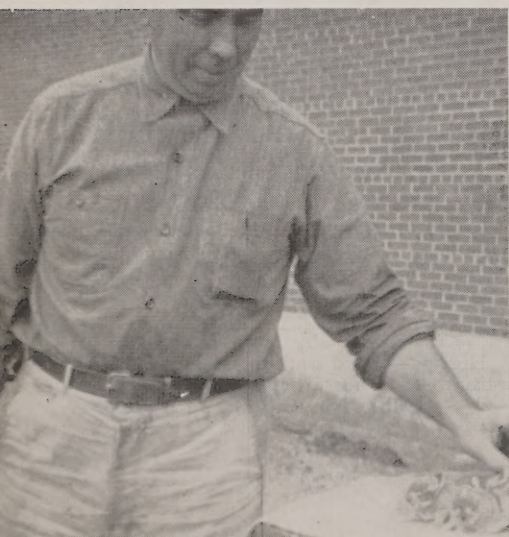
Several new bowlers turned out for the first night of bowling—including two girls from the office. Joe McBride got the high three-string and Howie Inman got the high single—but we won't give the figures as we really aren't warmed up yet.

Dave Lowry was re-elected treasurer of the East Providence High School Band Parents' Club. He would like to see some of you fellows that have extra cash.

Tony Tirocchi spent most of his vacation painting his house. Joe Queenan spent some time (and what a time) in Vermont. Al Dyson and Tony Reis went to Niagara Falls. Everett Rockwood went to Cape Cod.

We are glad to welcome Ethel Vincent, who has started with us in the office.

Gus Nanni tells us that he has sold his house and got rid of one of his biggest worries.



Men's Golf Ends

By DICK SPRAGUE, Chairman

WITH the end of daylight saving, even the most devoted golfer doesn't pay much attention to this sport except on week-ends. Our men's Bird Club season finished at Sharon with the following team standings:

Sprague	22½
Baranowski	21
Valerio	20
John Eppich	14½

In the nine-hole tournament, Jack Light of Bird Machine won the Group A match with a 38 gross and 34 net. Charlie Sumner was second with a 37 and 35, and John King with a 42 and 36. Tom Rogers, Arthur Mellin and Jim Connolly placed first, second and third in the Group B class. In Group C, Gus Sacre was first, followed by John McDougall and Herb Schailer.

Tally for the season records at Walpole six team matches, three Scotch foursomes and a 12-hole medal tournament. At Sharon we played three team matches, one Scotch foursome and a nine-hole tournament.

Men's Bowling

By EVERETT FULLER, Chairman

THE league this year started September 19 with sixteen teams, four being new teams. Some of these new teams look good. After a few weeks to get their arms in shape, some of the older teams look for these fellows to give plenty of trouble.

The new automatic pin setters at the Sport Center in Norwood are working well but all the boys aren't yet used to pushing the button to clear up the pins.

Interest is running high and we all look forward to a good year.

Standings after two weeks were:

Captain	Team	Won	Lost
James Schuller	FX-1	5	0
Thomas Coyne	PFL	9	1
Charles Locke	EM	9	1
Frank Mazzocca	FBPM1	4	1
Joseph Roslauskas	FBV	7	3
Robert Finney	BPA	6	4
Peter Carchedi	FBF	3	2
Oscar Magnuson	DMT	3	2
Harold Mott	FFR	6	4
Frank Shumski	FFG	4	6
Norman Lull	FFV	1	4
James Barnes	EMT	1	4
William Grudinskas	FFN	2	8
Victor Taggart	FX-2	1	9
Joseph Erker	A	0	10

Candid Comment

It's still death and taxes, but one is taking a lot of the sting out of the other.

—Wall Street Journal

Hand-Made Persian Takes Rug Prize

BILL URQUHART of the Combiner Department at No. 1 Box Shop won second prize at the Eastern States Exposition at Springfield last month for his hooked rug. This was the first time Bill had entered a rug in competition, although he has made thirteen in the four years since he started. Since this was a nation-wide contest, he was justly proud of coming home with the gold-lettered red ribbon.

The winning rug is a five by eight Persian, now on the Urquhart living-room floor with other smaller rugs he has made. The pattern name is Vestamayd Kazak, worked with wine as the predominating color, offset by designs in Delft and royal blue, as well as other colors. Bill spent eight months on this masterpiece.

In the August 1949 Review, readers may recall a story on one of Bill Urqu-

hart's earlier Persians and how much he enjoyed making them. His wife, Marion, appreciative and staunch supporter of Bill's hobby, says he looks forward now to having the best collection of Persian rugs anywhere around. A visitor at the Urquhart house would not doubt that he had achieved this goal already.

Northeastern University

Northeastern University in Boston is the outgrowth of a progressive development of the educational work begun by the Boston YMCA in 1851. This large city university was formally founded in 1898.

What's In a Name

In January the towboat Franklin D. Roosevelt rammed and damaged a pier on the railroad bridge over the Illinois River near Pekin, Ill. In September another towboat struck the same pier and finished the job of demolishing it. The name of the boat? The Harry S. Truman!



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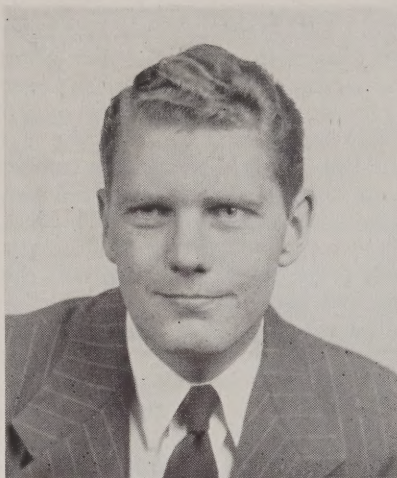


Head Named for Manchester Plant

PARKER F. LEONARD has been put in charge of operations at the Manchester Plant of Bird & Son, inc. He started his duties August 15 at this new Bird & Son plant which now services shoe factories in Manchester, New Hampshire and vicinity.

Mr. Leonard is a graduate of the University of Maine, class of 1950. He previously attended public schools at Brewer, Maine, graduating from the high school there in 1944. While in high school, he worked several summers at the Eastern Corp. Paper and Pulp Mill and between high school and college, was employed in the Cable Department of the New England Telephone and Telegraph Company. After graduating from the University of Maine in 1950, he worked a year and a half as a Managerial trainee for Sears Roebuck & Co. in Bangor.

When Leonard isn't busy with production problems in the plant, you will find him entertaining or being entertained by his daughter, Carol Lynn, sixteen months old, or following his hobby of guns and rifles of all sorts. His fa-



Parker F. Leonard

vorite sports are hunting and fishing, and like most Down Mainers, he is good at both. He was active in community affairs in both Brewer and Bangor, serving at one time as 1st Vice President of the Junior Chamber of Commerce in Brewer.

Euplio Puopolo

STRICKEN with a heart attack on his way home from work, Euplio Puopolo, Bird & Son employee for thirty-one years, died suddenly on September 26. He had just left the plant gate at the No. 1 Box Shop entrance when he collapsed and died almost instantly.

He had been a Bird & Son employee practically all his life and his last employment dated continuously from May 1920. He also worked here in 1914 to 1916, in 1917 and in 1919. His early years were at the Roofing Plant. In 1920, he became a porter in No. 2 Box Shop. Since 1943, he had been in the Flower Pot Set-up Department, moving with this department to the Finishing Mill in 1950 when the operation was moved from No. 2 Box Shop to its new location.

Funeral services were held Saturday, Sept. 29, from the Kraw Funeral Home in South Norwood with a solemn high mass of requiem at St. Catherine's Church, Norwood, at 11:00. Surviving him are his wife, Angeline, and three children, Michael, Vito and Sabina. Michael works at No. 1 Box Shop and Vito at No. 2 Box Shop.

John P. Barrett

FOLLOWING a brief illness, John P. Barrett of the Corrugated Department at No. 1 Box Shop died on September 7 at the Veterans Hospital at West Roxbury. He was for many years an Automatic Taper Operator and had been with Bird & Son steadily since June 6, 1927. Mr. Barrett was 55 years old.

John Barrett came to the United States from his native Ireland in 1914 and until the time of his employment here had worked for the Multibestos Company of Walpole. He was a veteran of the First World War and was a member of the local post of the American Legion. He was a bachelor and made his home at 123 South Street, Walpole.

Funeral services were held from the Ginley Funeral Home, followed by a requiem high mass at the Blessed Sacrament Church, Walpole. Burial was at St. Francis Cemetery, South Walpole. A cousin, John Landers of East Walpole, survives him.

How's Your History

OCTOBER, 1951

- Sunday, 21 Battle of Trafalgar, 1805.
 - Monday, 22 Sam Houston inaugurated President of Texas, 1936.
 - Tuesday, 23 Birthday of Sarah Bernhardt, 1845.
 - Wednesday, 24 Al Capone sentenced, 1931.
 - Thursday, 25 Charge of the Light Brigade, Balaklava, 1854.
 - Friday, 26 Erie Canal opened to traffic, 1825.
 - Saturday, 27 Birthday of Theodore Roosevelt, 1858.
 - Sunday, 28 Harvard College founded, 1636.
 - Monday, 29 Sir Walter Raleigh executed, 1618.
 - Tuesday, 30 Orson Welles' "Men from Mars" broadcast, 1938.
 - Wednesday, 31 Harry Houdini died, 1926.
- from calendar by Rapid Service Press.

Acknowledgments

To thank you for your kindness and sympathy at a time when it was deeply appreciated.

The Groh Family

To thank you for your kindness and sympathy at a time when it was deeply appreciated.

The Doherty Family

To thank you for your kindness and sympathy at a time when it was deeply appreciated.

Mr. and Mrs. John Landers

Thanking you for your kindness and sympathy at a time when it was deeply appreciated.

Leslie E. Howard and Family
(Phillipsdale)

Your kind expression of sympathy is gratefully acknowledged and deeply appreciated.

C. Anderson
Mr. and Mrs. C. Hertzberg
Mr. and Mrs. A. Hertzberg

Your thoughtful kindness came at a time when it was deeply needed and no words can tell you how much it was appreciated.

Mr. and Mrs. Arnold Carlson
Mr. and Mrs. Albert Carlson

Your kind expression of sympathy is deeply appreciated and gratefully acknowledged.

Frank and Ethel Nyborn
Larry and Karin Nyborn
Sigrid Nyborn

The beautiful spray sent for our mother was greatly appreciated.

Grace and Ben Taylor

The family joins me most gratefully in expressing my thanks for the sympathy expressed in the beautiful floral tribute sent in memory of my father, Hugh Nichols.

Sincerely,
Thomas B. Nichols

On the Lighter Side

The hunter had collected many trophies and was showing them to a group of visitors.

"See that elephant?" he said. "I shot it in my pajamas."

"My goodness!" exclaimed the surprised young lady, "how in the world did it get in there?"

Egotism is the anesthetic which nature gives us to deaden the pain of being a fool.

—Herbert Shofield

SLIP OF THE MONTH

(From Commonwealth of Mass. Retail Price Index)

CLOTHING. The clothing section advanced 1.1% as higher prices were noted in men's work trousers, shorts, shoes and hose and women's shoes. Men's shirts, boys' polo shirts and women's slips showed a slight downward movement.

"Miss Jones, under 'Experience,' could you be a little more specific than just, 'Oh, Boy!'"

—Boss to job seeker reported in RED BOOK

Over the beautiful edifice on Pennsylvania Avenue which houses the National archives is carved in great letters: "What is Past is Prologue." A couple of visitors asked their taxi driver what it meant.

Without hesitation, he replied: "It's government talk for 'You ain't seen nothin' yet!'"

—Geo. Dixon, King Features Syndicate

"Johnny," said the teacher, "can you tell me what a waffle is?"

"Yes'm," glibly responded Johnny. "It's a pancake with a non-skid tire."

Little Things Count

Back home after a 20-year absence a man discovered an old neighbor.

"Tell me, Mrs. O'Brien, and what became of poor Jimmy McKenna?"

"Poor, nothing," she retorted. "Sure, Jimmy had no schoolin' but he grew up and made a fortune—and him not being able to read nor write."

"That's good. And where is Jimmy now, Mrs. O'Brien?"

"That I couldn't say. Last year he went down to the swimmin' hole with some of the boys and went in the water with them and was drowned."

"Too bad," the visitor said sadly. "And he'd made a fortune, you say, and him not being able to read nor write?"

"No," said Mrs. O'Brien. "Nor swim."

—Mass. S.B.L.I. News

Father: "Now, son, tell me why I punished you."

Son: "That's it! First you pound the life out of me and now you don't know why you did it."

—NCR News

Two salesmen went fishing. After a while one said to the other: "Had any luck?"

"No," was the reply. "I can't get the cork out."

Opportunity is said to knock only once; temptation hammers for years.



BACK TO THE COUNTRY has gone Edmund Jones of the Roofing Lab—to Maine to raise chickens. At the Lab's farewell luncheon are, back row: Douglas Eames, John Colaneri, William Price, Guest of Honor Jones, Janet Haste, John Lukko and Nelson Bartlett. This side: Stanley Sallie, Caryl Hinds, Richard Arling, Forrest Clark, Carroll Homan and Leonard Weaver.

Changing Your Job

It's morning. The alarm clock on the dresser goes into its dance. Wearily you reach over and throttle it. For a little while, the world of dreams has given you respite from the workaday routine. Your job, which wouldn't seem dull to some, is dry as dust to you. It's taking the best years of your life.

The prospect of entering a new field—doing something you really like—is your most cherished dream. But it remains a dream because doing anything about it involves an element of risk and decision which is easier to postpone than face.

According to the October issue of *Better Homes & Gardens* magazine, many people stay in the wrong job simply because they believe to change is an admission of failure. But the article observes: "Since occupations are usually chosen on a basis of individual fancy, parental pressure, imitation of one's friends, or other illogical reasons, it stands to reason that when the mistake in choice

is discovered the thing to do is change as soon as possible.

If you're well along in life, however, this matter of changing jobs deserves careful consideration. Maybe the job you have is well suited to your abilities—and you've never waked up to the fact. Maybe you expect too much.

Also, if getting another job means wrenching your family from the surroundings which have become a part of their lives, think twice. Will they be able to adjust to the new location? Would the new job be permanent? What about schools, climate, and so on?

It would help you appreciate both the virtues and drawbacks of your present job if you could try out a few others that at a distance seem more interesting. Or make a point of getting around among people who hold these jobs. Listen to their gripes. It'll renew your perspective.

A lot of seemingly glamorous jobs fizzle out when you try them on for size. Then too, with some of us the pursuit we enjoy most may not be one we can make a living at. In that case try it as a hobby. That way you'll be able to satisfy your inner urge (which is essential to your mental and physical well-being) and pay the butcher and baker, too.

the Question Box

Continued from inside front cover

Service Act in effect in 1942 protected the employee for his first enlistment and any subsequent re-enlistments. The Selective Service Act of 1948 protected the first enlistment after June 24, 1948 with a three year limit. Amendments passed in June 1951 protect any person for a period of at least four years following the first enlistment after June 24, 1948. In the case above, an employee could have enlisted in 1942, been released from duty in July 1945, immediately re-enlisted for another three years to July 1948, and re-enlisted again. If his enlistment in 1948 was for four years, he would still be protected with full seniority rights up to July 1952, under the present law.

Is there any chemical you can put in the river to prevent the unpleasant odors?

Yes. We are using chemicals to help the condition as much as possible.

PROTECT YOUR HOME AND FAMILY PREVENT FIRES!



NATIONAL BOARD OF FIRE UNDERWRITERS

FIRE PREVENTION WEEK

OCTOBER 7 to 13

... AND EVERY OTHER WEEK IN THE YEAR.



BIRD
NEPONSET
REVIEW

November
1951

Vol. 39 No. 11



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the Question Box

- A. Is the interest on war bonds taxable as income?
 B. How does \$18.75 in 1941 compare with \$25.00 in 1951 buying power?
- A. Yes. On all bonds issued after March 1, 1941.
 B. According to Consumer's Price Index of the Bureau of Labor Statistics the value of today's dollar is 54 cents compared with the 1941 dollar. Therefore, \$25.00 today is worth approximately \$13.50 in terms of 1941 purchasing power. This reduction in purchasing power affects both defense bonds and savings bank accounts, in fact all types of savings. If, however, you had elected to keep the \$18.75 in cash from 1941 to 1951, the purchasing power would have been \$10.12. By investing the sum in Savings Bonds you received interest amounting to 2.9% during this period.

From where do the various department symbols originate?

The origin of department symbols was explained on page 24 of the July, 1951 Review. Extra copies of this issue are available at the Personnel Department for any individuals who missed the original distribution.

Why cannot a member of say the Beaters or Paper Machines be a correspondent for the Paper Mills for Review notes and jokes?

The suggestion is a good one. The editor will try to find a correspondent from one of these departments. However, present correspondents assigned to these departments find it difficult to obtain news items. Workers in the Beater Room and Paper Machine Rooms can help a lot by passing along news items to the present reporters, Edward Power, Peter Glebus, Frank Nyborn and Thomas Flood, and to the new correspondent when named, or to the Foremen. Pictures and news items will be gratefully received.

Why does there seem to be more imperfect material made in the last two years at the Roofing Mill than previous years?

The increase in imperfect material and waste at the Norwood Roofing Plant is a very disturbing matter. We have been studying the problem in great detail all this year, and we are anxious to get it reduced. Though we have followed it carefully we are not entirely sure of the causes. We solicit the help of everyone at the plant in this connection. Waste very definitely increases costs and makes it difficult for us to sell our goods at a profit.

(Continued on page 17)

On the Cover

Falling leaves, a chill in the air mean hunting time for many Bird & Son men from Massachusetts to Arkansas. Here are local hunters George Gross and Ben Baranowski starting out from the Tri-Mill Sports cabin in Walpole for some bird hunting. Ben is a Tri-Mill member. George is president of the Walpole Sportsman's Association. The bag that afternoon, a pheasant and a partridge.



BIRD NEPONSET REVIEW

Vol. 39 No. 11

November 1951



Published for the employees of Bird & Son, inc. to promote good service, good business, good will



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President's Message

THERE is one American ideal going by the boards today — unless we as individuals and in groups do something about it very soon. Our clergy talk of it from their pulpits, our generals and many other leaders warn of the dangers if we lose it.

I refer to our moral conscience, our honesty in business and in personal matters. Business men should be just as concerned over losing it as the clergy — and many business men are. Americans have long been known not only for their ability to run a business and make a dollar, but for their honesty and high sense of doing right because it is right. Now, with scandals in high government places, with West Pointers cheating in examinations, with basketball players taking bribes, it is easy to reach the conclusion that being honest doesn't really matter any more.

General Omar Bradley has said that we have become "a world of nuclear giants and ethical infants." A prominent newspaper columnist said it more specifically the other day when he wrote:

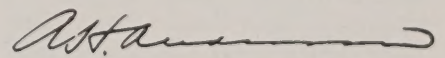
"The new and utterly cynical concept, in high places and low, is that it's all right if it's legal, that there are degrees of honesty more or less as there are degrees of temperature. The bad thing about committing the forbidden deed is not the commission, but the getting caught. Legal law, in

short, transcends moral law. Conscience and the accepted code don't matter. Such seems to be the new style in morality."

The columnist goes on to name names and tell incidents. That isn't necessary here. We all know what has been happening in recent years.

What to do about it? Honesty, like charity, starts at home. New England was where high ideals had their birth, in the stern days of the Pilgrims and the Puritans. We smile today at the strictness of their code, but we still admire their principles. Like them and the generations of high-minded Americans who have lived after them, we can continue to follow the straight-forward paths of honesty, decency and fair dealing. This, I think, is what we at Bird & Son have done and are trying to do. It's our heritage, handed down through the years. And as one hundred and fifty-six years of operation have proved, honest, fair dealings not only are right — but they pay off — for the business itself and for those who make their living in the business. If this sounds like preaching, it's because what makes sense from the pulpit also makes sense in business dealings.

Honesty — doing the right thing whether the eyes of the law are watching or not — that's the basic code for business, for government, for personal living which will again make this country strong and our living secure.



President

Glenwood Quarry Operations

IF you visited the Glenwood, Arkansas, Quarry when they were blasting, expecting to hear a terrific noise, you would be disappointed. The men at this Bird & Son quarry, which supplies rock for granules for Shreveport and Chicago, get about 5,000 tons of rock each time they blast, but they have learned to do it so quietly that it isn't even exciting.

Holes are drilled 6 inches in diameter and 50 feet deep, usually five of them to each shot. Nitromon, a special blasting explosive made by the du Pont Company, is placed in each hole and then covered with a large amount of burden. This burden is a combination of rock, mud and any other loose material available to fill the remainder of the 50-foot holes after the explosive charge has been put at the bottom. It does the trick. It smothers the blast and forces the escaping gases into the fractures and crevices below where most of the noise is absorbed. Each hole blasted in this way results in about 1,000 tons of rock.

After the explosion the large boulders are drilled with a small jack hammer and broken down with a small charge of dynamite. When the rock has been reduced to an easy size for handling at the quarry, it is loaded on trucks and hauled seven and one-half miles to the Glenwood Crushing and Screening Plant. At the plant some of the larger pieces are broken down still further with a jack hammer or sledge hammer. Then the rock is ready to be put through the crushing process and screened to make the required size of #12 base granules.

Right Rock Essential

Getting just the right rock for our purposes resulted in a long and interesting search through the Ouachita Mountains which surround the town of Glenwood. We needed slate or shale that was not too soft and yet was well bonded together to resist weathering. The color had to be black and as uniform as possible. At first, the supply was taken from a Womble Shale deposit at Collier's Creek Quarry. This was worked for only a short time when it was decided to move to the Butter-milk Springs Mountain and start a new

Finding Adequate Supply of Rock was a Problem. Present Source Good for Half a Century.



NOT ALL MINES are diggings in tunnels underground. Here, we are mining slate at the Glenwood quarry, right in the broad Arkansas daylight.



GLENWOOD, ARKANSAS, MINE of Bird & Son is visited by Roofing Division executives. Vice President E. L. Chamberlain and his Assistant, Rogers Weed, drove with Southwestern Division Manager L. L. Williams up from Shreveport. From the left are: Hurcil Cowart, Numan Smedley, and Garlin Austin of the Glenwood Plant and Messrs. Chamberlain and Weed.

quarry in the Big Fork Chert formation which is a hard abrasive material. This quarry was worked for about four years. It was on the side of a mountain and worked down into the mountain at an angle so that finally the overburden of rock and earth above it became so great that working conditions for employees grew hazardous.

Search for New Supply

When it became apparent that we would have to abandon this location, L. L. Williams, Southwestern Manager, B. P. Soward, Superintendent of the Shreveport and Glenwood operations, and Hurcil Cowart, General Foreman at Glenwood, began an intensive search for a new location which would furnish a supply for many years to come. After they had checked a piece of land known as the Doton property and found the shale unsatisfactory, Robert McElwain, geologist consultant from Little Rock, was hired to find a location which would meet all the requirements including ample reserves for long time operations, a minimum of overburden—that is rock or soil above the deposit—and a location within reasonable hauling distance over passable roads to the Glenwood Plant.

Mr. McElwain made a preliminary survey of the area and reported his findings. Then Leonard Weaver, Geologist from the Norwood Roofing Plant, visited Glenwood to check the survey with Mr. McElwain and made some further recommendations. That was in 1948.

At that time, there were several possible locations. Mr. Cowart was particularly interested in a deposit on a hill which would make quarrying operations easier. With a bulldozer, dirt was removed from various properties that looked good. At least seven or eight locations were checked but found unsatisfactory because the rock was too soft or of a poor grade.

Finally an option was obtained on the Shields' property about seven and one-half miles from the plant. A temporary mine was started. This deposit was on level ground and required a pit mine, requiring a different operation than we had hoped for. Mr. Soward was very enthusiastic about the material, returning at night to collect more samples which he took to the plant and washed so that he could admire their beauty (if you can say a rock is beautiful—which he did!). Both ends of the property were bulldozed to see if the formation went all the way through and a core drill machine was used to determine the depth of the deposit. These tests showed that all material from around 30 feet deep to a depth of approximately 150 feet was excellent for roofing granules. The property was then purchased and work began in earnest.

First, thirty thousand yards of overburden were removed, consisting of sandy soil, clay, gravel and some weathered shale going down to a depth of about twelve feet. D. H. Harrison Construction Company of Mena, Arkansas, did the job with two earth movers and

an HD7 push cat. Thirty thousand yards is a lot of dirt. It looked as if they were building mountains.

By February 1949, Bird & Son began actual drilling while dirt was still being removed. As the pit deepened, two centrifugal water pumps were installed to keep the pit dry. They each can pump at the rate of 12,000 gallons per hour. However, they are unable to cope with all the water when there is a heavy downpour of rain. Work then has to be stopped until the area is drained.

Drill Method

The well drill method of blasting was started in November 1949. That is the method described earlier where four or five holes are drilled to a depth of 50 feet with the explosive charge placed at the bottom. The nitromon explosive used is the safest type known. When stored or carried, it is not even classed as an explosive. It takes a detonator called a primer to set it off. Two strings or primer cords are attached to the primer at each blast hole. These strings are in turn connected to the trunk line of primer cord which has a regular dynamite cap taped to one end. This is fired in the usual way by means of electric current from a generator. Methods are now being developed at Glenwood for drilling horizontal holes at the bottom of these 50-foot holes. This will allow a greater burden on each hole and thereby loosen more rock with each blast.

This pit quarry on the Shields' property is 150 feet wide and 800 feet long. With the depth of shale known to exist, it is estimated there is a supply of slate for granules to supply the Shreveport operations with granules for the next sixty years.



GLENWOOD QUARRY, showing the vertical formation of the rock. The roadway was built by Bird & Son and can be seen to curve down rather sharply as the excavations go on beyond the view of this picture.



"If you'll tell me your husband's salary, I may be able to help you choose!"

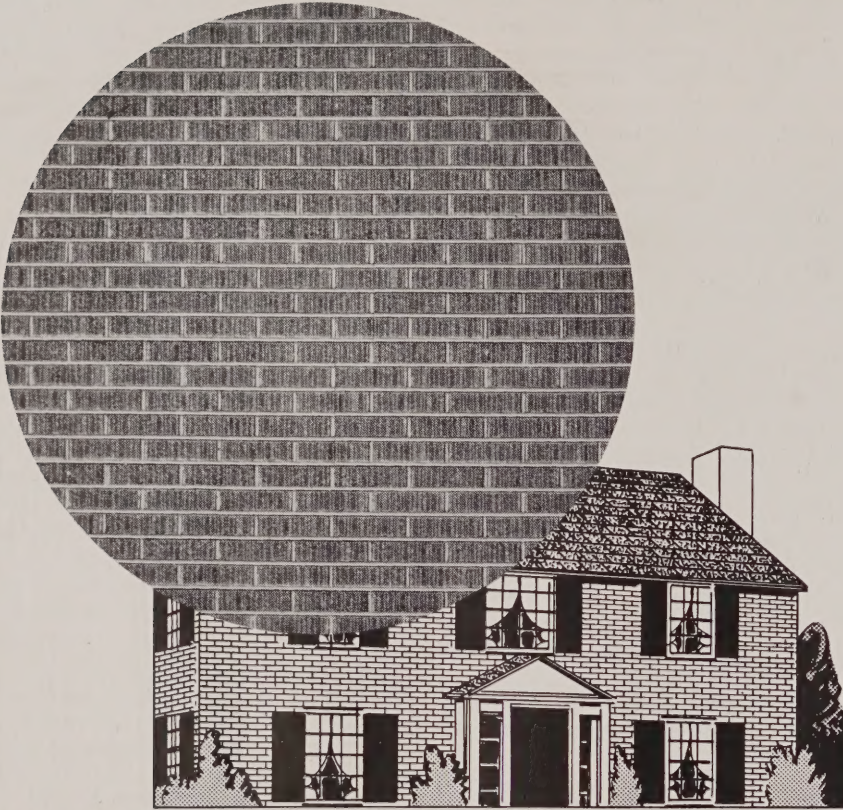
Bird Naturaline Insulating Siding

Newest Product

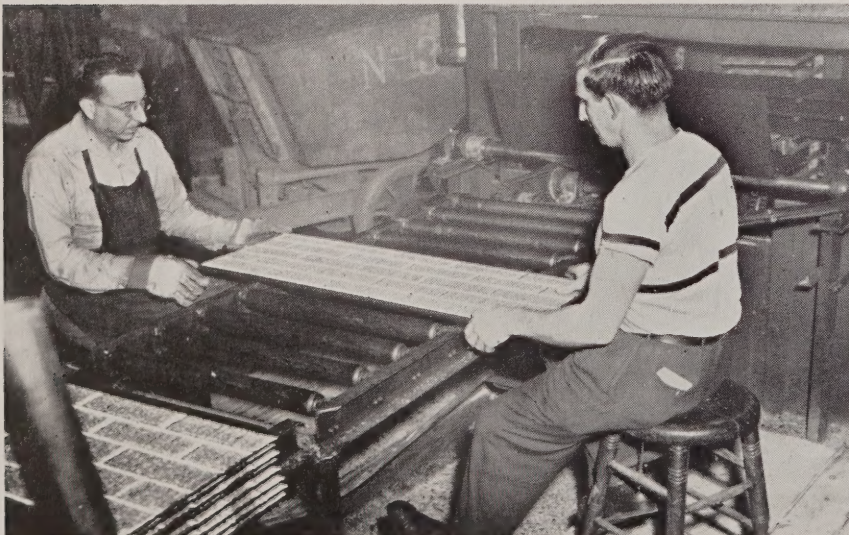
BIRD Naturaline Insulating Siding is the Building Materials Division's latest new product.

A feature of this striking new product is its true white color mortar line. This line is firmly embedded and is there to stay. It is also a flush mortar line in which the vertical joint can be seen from any angle. First color to be manufactured is Silver Red — a fitting name because of the bright red bricks and the striking white mortar line.

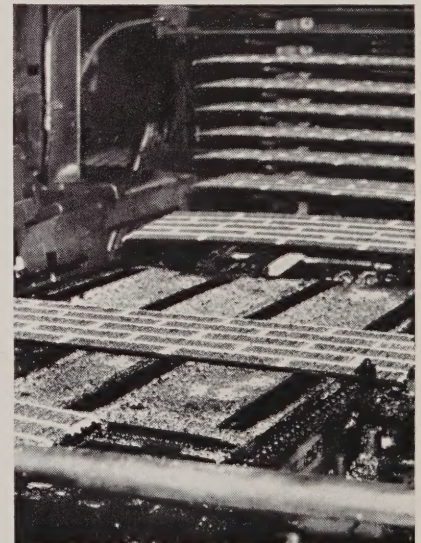
This new Insulating Siding product is made by a special process on the regular Siding Machine at the Norwood Roofing Plant. Production started in September and Naturaline was introduced to the public on September 28. Our Sales Department predicts this product will move fast because of its quality, distinctive color and its firmly embedded brilliant white mortar line.



BIRD NATURALINE INSULATING SIDING, Silver Red, makes a most attractive siding for either new construction or re-siding jobs. Note the distinctive white mortar line.



PATSY RIZZO and **Victor Fornaro** inspecting Bird Naturaline Silver Red Insulating Siding as it leaves the machine.



BIRD NATURALINE SILVER RED INSULATING SIDING entering the Cooler of No. 7, the Insulating Siding Machine at the Norwood Roofing Plant.



New Sales Manager

RICHARD H. EMERSON, JR., has been named Northern Division Sales Manager of the Building Materials Division. He replaces Miles Hubbard who has had to resign this post on the advice of his physician.

Richard Emerson entered Bird & Son as a Sales Correspondent in the Building Materials Division in November 1933. He is a graduate of Rivers Country Day School, Chestnut Hill, and Yale College, Class of 1932. He had worked for a year as a salesman with the Cape Cod Farms before joining Bird & Son. He served as a Correspondent until 1935 when he became a Salesman in the Central Pennsylvania territory. In August 1948, he transferred to the Eastern Connecticut territory, serving as Salesman there until his recent promotion.

Although sales duties have occupied most of his time, he has found time for a number of outside interests. He is a member of the Rivers Country Day School Alumni Association, the Yale Alumni Association of Hartford, and the Yale Club of New York City. He has participated actively in church affairs and for two years has been a member of the Connecticut Salesmen's Association, serving as chairman of the entertainment committee for their



Richard H. Emerson

1951 annual outing. He has also been a member of Whitman School P.T.A. in West Hartford and has currently been a member of their program committee.

Golf and music appreciation are his chief hobbies. In Pennsylvania, he was a member of the Hershey Country Club and while living in Hartford has been a member of the Hartford Golf Club.

After November 10, Mr. and Mrs. Emerson and their two boys, Richard H., Jr., aged eleven, and Stephen M., aged eight, will be at home at 62 Fiske Road, Wellesley Hills.

Suggestion Awards

SIX of the eleven suggestions accepted in October were No. 2 awards paying \$10.00. Any of these suggestions may be available later for further awards if substantial savings are shown.

Charles Cobb of the Floor Covering Store Room hit the jackpot this month with two \$10.00 awards and an additional \$10.00 for five accepted suggestions. Charlie has the remarkable record of having eleven successful suggestions out of a total of seventeen submitted since 1937. All of these winning ideas except one have been No. 2 awards—that is, money savers. All four of his accepted suggestions in 1951 have been in this class.

Awards for October are as follows:

Norwood Flooring Plant		
Charles W. Cobb, FFSM		\$30.00
Kenneth W. Pierce, FFR		10.00
Robert C. Willette, formerly of FFF		5.00

Norwood Roofing Plant		
Karl B. Eklund, FBI		10.00
Dominic Jemella, FBPM1		10.00
Norman H. Smith, FBPM1		15.00
Herbert Snell, FBW		5.00

Chicago Roofing Plant		
James Mason, FCPM4		10.00

Paper Mill		
Martin Kane, DMT		5.00

Shreveport		
J. D. Teutsch, DSPM1		5.00

Long Service List

WE give below the names of those whose fifth, tenth, fifteenth and twentieth anniversaries fall during the month of December, and of those who complete twenty-five or more years' service during this month.

Name	Year	Dept.	Years
Harry N. Mann	12-1-01	Retired	50
David J. Heylin	12-21-06	Retired	45
John S. Robertson	12-7-08	Retired	43
Wilbur C. Fay	12-9-08	Retired	43
Frank Whitehead	12-19-08	Retired	43
Ruel G. Fulton	12-30-12	Roofing Plant	39
Giuseppe Lingo	12-3-17	Flooring Plant	34
Nunziant Famigletti	12-3-17	Flooring Plant	34
Enos Masciarelli	12-27-17	Roofing Plant	34
Herman Nordstrom	12-8-18	Maintenance	33
Kenneth G. Rouillard	12-16-18	Paper Mill	33
Herman W. Lauble	12-2-19	No. 1 Box Shop	32
Alex Szugai	12-22-19	Roofing Plant	32
Romolo Conti	12-27-19	Flooring Plant	32
Ralph M. Wight	12-1-21	Supt. Flooring Plant	30
Cathryn F. Dowdie	12-12-21	Office	30
Henry A. MacDonald	12-8-22	Flooring Plant	29
Guy R. Hoyt	12-19-22	No. 2 Box Shop	29
Clyde A. Bennett	12-3-23	Flooring Plant	28
Sven A. Berglund	12-3-23	Flooring Plant	28
Bartley T. Curran	12-10-23	No. 2 Box Shop	28
Arthur D. Colburn	12-18-23	Supt. No. 1 Box Shop	28

Edwin R. Guise	12-1-24	Flooring Sales	27
Arthur J. Bushell	12-8-24	Box Sales	27
James R. Hanley	12-15-24	Office	27
Austin A. Allan	12-22-26	Flooring Plant	25
Margaret A. Corcoran	12-28-31	Office	20
Frank M. Townsend	12-10-36	Flooring Plant	15
Frederick Baker	12-11-36	Flooring Plant	15
Leo Paddock	12-11-36	Flooring Plant	15
Hugh N. Boulter	12-14-36	Flooring Plant	15
Perniece B. Potter	12-15-41	Office	10
George L. Ekman	12-17-41	Office	10
Fiore J. Bonito	12-12-46	Paper Mill	5
Elvir H. Kallstrom	12-26-46	Roofing Plant	5
Richard C. Holcomb	12-26-46	Flooring Plant	5

PHILLIPSDALE

Frank Mello	12-14-15	Retired	36
A. Herbert Chamberlain	12-15-21	Laboratory	30

CHICAGO

Bryson J. Overholt	12-5-13	Retired	38
William J. Brebach	12-4-22	Roofing Sales	29
Nicholas P. Tomei	12-2-46	Plant	5

GLENWOOD

William F. Caldwell	12-16-46	Plant	5
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BERRY ASPHALT COMPANY

Ina Popanz	12-7-25	Magnolia	26
Joe Boswell	12-9-31	Retired	20

In Military Service

NEW names on the Bird & Son military service roster are:

Gerald Hazlett	Flooring
Lawrence Donovan	Chicago
Faite Rudolph, Jr.	Chicago
Earl F. Johnson	Shreveport

For news of men already in, see the personals columns and pictures in this issue. The Review appreciates the response to its request for news and pictures and hopes the boys and their friends and relations will keep 'em coming.

Millionth Motor Death

The first fatal motor vehicle accident on record, as far as the National Safety Council can discover, occurred in September 1899, in New York City. Now it is expected that the one millionth motor vehicle death will occur in December, 1951. In comparison, less than 600,000 have been killed in all American wars, starting with the French and Indian War before the American Revolution, and these died for their country.

Short Cut to Better Crops — By Bird

VITA-BAND D is Bird & Son's latest boon to market gardeners, florists and other green-thumb professionals who transplant large quantities of seedlings. Bird Vita-Band 10 has been successfully used for a number of years to aid plant growth from seedlings through transplanting time. Now in 1951, we introduce Vita-Band D.

This remarkable piece of special paper has the revolutionary feature of disintegrating in the ground. In other words, when you are ready to transplant, you move the whole works — plant and band together. In a few weeks' time when the grower doesn't want it any more, the band is all gone.

The advantages are obvious. The "D" number speeds up transplanting and does away with possibility of transplant shock. And believe us, this business of shock is important — if you are growing things for a living. Rigid growth control is possible at every stage since Vita-Band D holds root growth until the grower chooses to let the roots through the band. Growing tests indicate that users will really save labor, time and money.

Good in Tests

Except for its wonderful ability to fall apart when no longer needed, Vita-Band D is just the same as the older No. 10 variety. Both plant bands are impregnated with quickly available plant food which helps make healthier plants.

Before we introduced Vita-Band D as a new product, two years of growing tests were made. The tests showed the new band was doing a good job. Now Vita-Band D is one of the regular products of the Horticultural Division whose Sales Manager is W. G. MacIvor. Vita-Band D is expected to bring in good sales during fall and winter, as growers prepare for spring planting.

Employees who do more or less serious gardening on the side can buy these Vita-Bands if they are interested. Either the "10" or the "D" can be ordered on the regular employees' order blank (either the Floor Covering or the Roofing form). It should be sent to Department CPH.



VITA-BAND D is a new development in our line of products for the farmer and greenhouse man. There's a lot of difference between raising vegetables for fun and raising them to earn a living. The planter in this picture likes our Vita-Bands and particularly this new D-type (for "disintegrating") because their use means better crops for him to sell.

Peter Petroni

PETER PETRONI, No. 1 Box Shop worker, died at his home in East Walpole on Wednesday, October 31. He had been in ill health and unable to work for nearly two years.

Mr. Petroni started in the Combiner Room of No. 1 Box Shop on November 21, 1924. He held various jobs on the Combiners and had always worked in the same department. For many years, he was Starch Cooker Operator. He was on this job at the time he was forced to stop work because of his health.

He is survived by his wife, Gemma, a son, and five daughters. His son, Lili, works at the East Walpole Maintenance Department. One daughter, Mrs. Ninnette Grusheski, is in the Office of the Finishing Mill, and another daughter, Rita, is in the Shoe Carton Sales Division Office.

Funeral services were held from the family home at 50 East Street on November 2, with a requiem high mass at St. Mary's Church in East Walpole at 9:00 A.M. Many Bird & Son friends attended. Bird & Son men, John Cook, Charles Mutch, John Goonan, and John Heylin, were among those who served as pall bearers.

Invitation

DID you miss the Bird Club banquet November 3? What a dinner! You should have been a member.

Are your children going to forfeit the chance of attending the annual Bird Club Christmas Party — just because you don't belong? You should become a member of the Bird Club.

Are you going to be unable to enjoy the many activities sponsored by our club this winter, next spring and next summer? Membership in the club would put you in the swim too.

How much does it cost? \$1.50, payable annually or semi-annually, whichever you prefer.

Why not contact your foreman, department head or one of the committee members in your division listed below?

DF and DMT — Ninnette Grusheski, DF Office

DMB-C-H-P-W — Tom Flood, DMH Office

EM-ER — Helen Shimsky, EM Office

FB — Jim Mack, ACFB

FF — Steve Cavanaugh, ACFF

FX1 — Ralph Watson, FX1 Office

FX2 — Ambrose Fitzpatrick, FX2 Office

Main Offices — Steve Traudt, BE; Ken Rouillard, PMN, Chairman

Solid Fibre Waste Shows Record Drop

At the end of the third quarter of the year, the waste campaign figures for the East Walpole plants stand as follows:

Solid Fibre — 11.5% reduction over 1950.

Shoe Cartons — 8% reduction.

Corrugated — 4.5% increase.

Solid Fibre showed a 23.3% reduction for the month of September alone — the best record since 1946. Corrugated waste was up because of low volume, shorter runs, poorer running conditions, and some trouble with the paper.

Roofing Records

THE Shreveport Roofing Plant shipped more material than ever before during the month of October. Shipments for this thirty-day period exceeded those of the largest previous month by 6%.

On October 18, shipments for the year 1951 at the Norwood Roofing Plant exceeded the highest tonnage ever before shipped in any calendar year.

Acknowledgments

We wish to acknowledge with sincere thanks your kind expression of sympathy.
The Stupak Family

Your kind expressions of sympathy are gratefully acknowledged and deeply appreciated.

The Novick and Nevins Families

Your kind expression of sympathy was deeply appreciated and is gratefully acknowledged.

Sincerely,

Mary C. Kelleher

To thank you for your kindness and sympathy at a time when it was deeply appreciated.

Michael O'Brien and Family

Thanking you for your kindness and sympathy at a time when it was deeply appreciated.

The Family of George W. Hawley
(Phillipsdale)

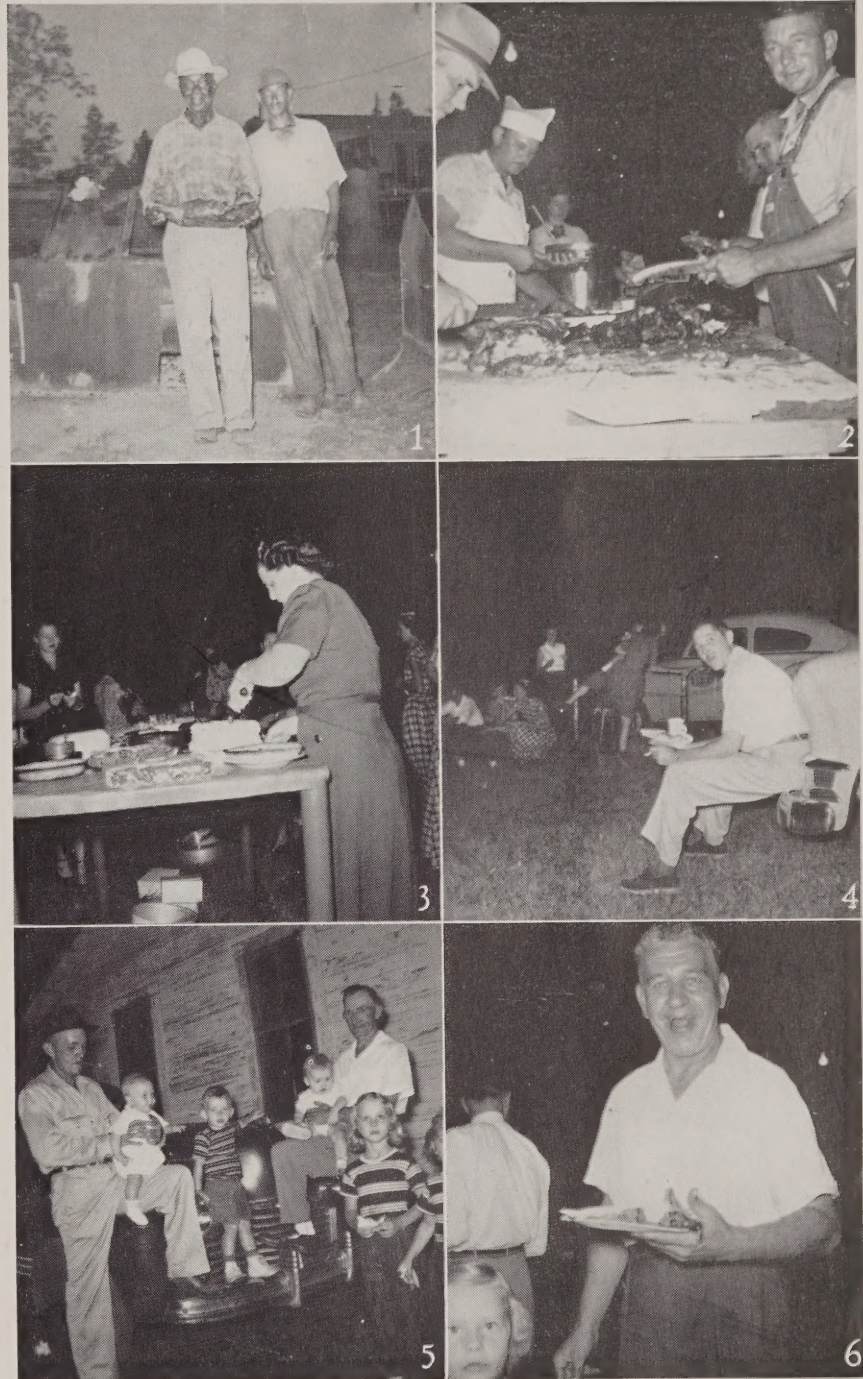
We shall always remember with grateful appreciation the kindness and sympathy you have extended to us in our time of sorrow.

Mrs. Angelina Puopolo and Family

Your kind expression of sympathy is gratefully acknowledged and deeply appreciated.

Mr. and Mrs. Albert F. Gilmore
Mr. and Mrs. H. W. Leavitt

Big Time at Berry Barbecue



ANNUAL BARBECUE AT WATERLOO for employees of the Berry Asphalt Company. On October 4, about 6:30 P.M., approximately five hundred people gathered at the Waterloo barbecue grounds for the annual barbecue honoring long service employees. It was a grand affair.

1. It was pronounced o.k., so we see Cab, the cook, and his fireman removing the barbecue for slicing.
2. At the table slicing the meat, l. to r.: Pascal Simpson, Mr. and Mrs. Sanders, next fellow not identified, Alvis Giles and Silas Carpenter.
3. Ladies preparing the desserts. Mrs. Finley Waters, left, and Mrs. Joyce Mitchell slicing the cake.
4. Our Superintendent, Carl Berger, caught off guard, enjoying his plate alone.
5. Baby sitters! E. A. Greer, left, and Fred Dixon, right, sit it out while their wives get a sandwich and visit.
6. My, it was a jolly occasion, as you can see by the pleased expression on Bill Liechty's face.

Milling Around



Main Office and Sales

JULIA SMITH
SABINA COSTELLO
LOUISA GRAHAM
RAYMOND CASE
GENEVIEVE VITAITIS

DOROTHY MCELENEY
JULIA LEWIS
WILLIAM GRAZADO
MARY McDONOUGH
PAT McDONALD

Columbus Day week-end in New York looked practically like East Walpole Square during the morning break. In the Big City to see the sights were Merle Belcher, who went to South Pacific with Julia Lewis. Mary Bannon and Pauline Rafuse were down there too and Merle bumped into Mary, somewhere in Manhattan. Small world.

That same week-end Pat McDonald, Carolyn Delaney, Anne Lindsay and a friend, Dorothy Johnson of Newton, had a wonderful time in Washington. They saw some really memorable things, for one, the Supreme Court in session. They had dinner while on this trip with Mary Flaherty, formerly of Billing, who sent back greetings to all her old friends.

Dorothy Gahagan spent some of her fall vacation in Montreal.

Recent visitors were Wesley Beaulieu, retired but very busy, and D. A. Chase, Bird & Son executive back in the 20's, who has now retired from business and is living in Exeter, New Hampshire.

A wedding shower was held in October at the Lord Fox for Mary Ellen Rooks Hignett, bride of Franklin Hignett. Mary Ellen was presented with red roses tied with a gift of money. Highlights of the evening were Kay Niden's rendition of "Melancholy Baby" and Alice Hennessey's surprise packages.

Roy Springer went to Baltimore to attend the wedding of his son, Roy M., Jr., recent Annapolis graduate, on October 20.

We've heard of wine-tasters, but water-tasters are something else again. Office Manager Joe Erker and Flooring Sales Service Manager Bud Williams were discovered one morning sampling the outpourings of an office drinking fountain. We never did ascertain their findings, but judging by their expressions, there was some difference of opinion as they sipped and smacked.

During the climax of the baseball season, various departments had posted a World Series scoreboard. As the innings rolled on, the official score keepers, Messengers Dick Whitehead and Joe Abely, kept us informed. There were six scoreboards, three in the Main Office and three in the accounting departments.

Nancy Fleck Curtis, formerly of the Main Office, and husband visited us while they were home from Rochester, New York, to attend the funeral of Nancy's grandmother. Nancy has been working in the advertising department of Eastman Kodak.

Allan Jones has recently acquired a beautiful collie dog by the name of Bruce.

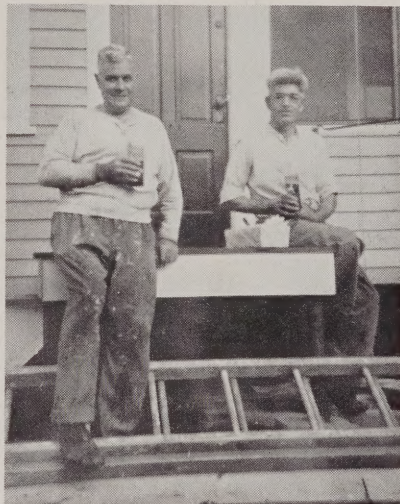
Glad to report that Salesman Frank Ross, Jr., is much better following a serious illness.

Irene Sullivan Smith is back at the Treasurer's Office following her marriage. Friends in the office presented her with a beautiful silver dish and chrysanthemums before her wedding.

Sympathy is extended to Agnes Novick on the loss of her mother.

Tom Clarke has been transferred as Shoe Carton Salesman in the St. Louis territory.

Keeping in trim for the next golf season, the following Bird & Son girls are bowling



FOLLOWING THE ANCIENT RITE of toasting a new heir in the family, Charles Mutch and William Urquhart take time out to honor a new grandson in the Urquhart family. Charlie is Bill's Foreman at the Combiners in No. 1 Box Shop and both originally hailed from Aberdeen, Scotland.

with the Walpole Country Club league: Hannah Flavin, Marion Tolman, Mary Bannon, Eileen Geraghty, Isabel MacLeod, Florence MacDonald, Anne Walukevich, Anne Lindsay, Carolyn Delaney, Sis Murray, Helen Lipinsky, Mattie McLauchlan, Berniece Potter, Peg Corcoran and Helen Makarevich. Ann Smith and Peg Delaney bowl as subs.

Thomas E. Miller, Jr., of Roofing Sales, has moved down to the Hartford area from his former territory in Maine, now that Dick Emerson has been named Northern Division Manager. This part of Connecticut was Dick's old territory.

A big, hearty welcome to Frances Fulton, who has been transferred from Billing to Cost.

Herbert Church, back from a fall vacation, reports a fine time.

All departments can stand that woman's

touch once in a while, such as a strictly masculine one like Advertising Display. Working here recently have been Leona Paquette from No. 2 Box Shop and Florence Hurley and Stella Pecararo from No. 1 Box Shop.

Skip Middlebrooke and Colin Fairlie spent a pleasant week motoring up through Vermont to Montreal. This vacation immediately followed Colin's spectacular entrance one morning on crutches. His story was that he broke his toe in a vain attempt to catch an orange tossed out a window to him as he was passing by on his way to work.

Although she was in New York during the World Series, Helen Curran didn't even try to see a game. She claims she found greater attractions.

Chris Burke and June Crean, both of Flooring Sales, drove to Vermont over the Columbus Day week-end. They made the journey to see the autumn foliage. They said.

Another diamond in Stenographic! Eleanor McClintock recently became engaged to Cpl. George Fletcher of the U. S. Marine Corps. A spring wedding is planned.

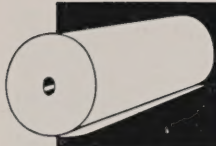
Barbara Pungitore of Box Sales was the excited and delighted recipient of a hope chest from her boy friend on the occasion of her eighteenth birthday.

Mary Moylan and Mary McDonagh took in "South Pacific" on their visit to New York recently.

A money shower was given to Marge Lamore, now Mrs. Kenneth Stuber, at the Lord Fox on October 10. Marge received a bouquet of roses and green-backs tied with pink and white ribbon. Next day a wedding gift of money was presented to Marge from her office friends.



SMALL SON OF DANIEL MacALEESE, Dickie is rooting for Butch Baker's team, on which his daddy played. Dan is employed in Flooring Maintenance, but has played ball in his spare time for a local league run by fellow employee Fred (Butch) Baker.



Paper Mills

THOMAS FLOOD
EDWARD GERAGHTY
FRANK NYBORN
EDWARD WISNIEWSKI
EDWARD POWER

PETER GLEBUS
CHESTER AMBRUSKEVICH
CAROLYN DELANEY
NINETTE GRUSHESKI
ELNA GOTTBERG

All of us were very sorry to hear of the death of Albert Gilmore's father in Orono, Maine.

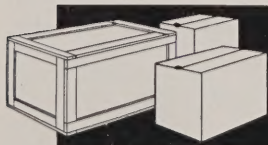
It is one of those perfect stories. Donald Brennan won't be allowed to forget it in a hurry. It was like this. Someone put some heavy junk material in Brenton Steele's lunchbox — this was down in the Machine Shop — and Steele didn't discover it until he got home. He suspected Donald Brennan. Steele was about to leave on vacation so he took the "joke" with him. When he got way down in Maine as far as he was going he wrapped it up and sent it back to Brennan collect. The unsuspecting Brennan, in order to see what was being sent him, paid the charges, nearly \$2.00.

Welcomed back to work is Kennie Marsh, who had been out with a broken leg.

John Lobisser was a very sick man for a while in the Norwood Hospital. We are glad to hear that he is now on the mend.

Joseph Buckley and Stella Pask, both of the Finishing Mill, were on the sick list but are now back to work.

We express our sympathy to Ninnette Petroni Grusheski and Lili Petroni on the death of their father.



No. 1 Box Shop

JOHN P. WALSH
RAMONA CHICOINE
CATHERINE BELLEW
EDWARD PADUCK
KENNETH HOUGHTON

Gully Bellew wouldn't send in notes herself about her wonderful trip out West, so the Review interviewed her when she got back. Catherine was visiting her sister at Los Alamos, New Mexico, famous as the atomic bomb site. As any stranger would be, she was impressed with the caution which is exercised over all who enter and leave the city. Gully loved San Francisco, spending a week in nearby Oakland. She flew all the way from Oakland back to New York. Arriving home near the end of October, she said she noticed how wonderful the colors of the leaves were. When you live here all the time, you sort of take them for granted, was her comment.

Donald Dyer, now a PFC in the Air Force, has a new address: 6161 Food Service Sqdn., APO 328, c/o Postmaster, San Francisco.



No. 2 Box Shop

BARBARA COYNE
A. D. SMITH

JOHN MCGRATH
MARTIN J. SAULEN

Marine PFC Joe Foley paid us a visit on October 22. Joe, on an eight-day furlough, just finished boot camp at Parris Island, South Carolina. He looked tanned, fit and ready.

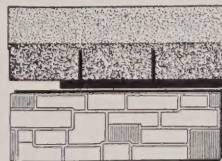
Several of the fellows in Shipping have been hit by the flu, including John Geraghty and Joe Cornelia.

Joseph Butler is proudly talking about his new grandson, Michael, born October 5 at the Walker Air Force Base Hospital, Roswell, New Mexico. The baby is the son of Sgt. and Mrs. Donald F. Butler. Donald, Joe's son, who graduated from Norwood High in 1948, has been a senior ground radio operator at Walker AFB for more than a year.

Mike Moses has a new '51 Dodge.

Edgar Bigelow spent his two weeks visiting his brother and friends down in Nova Scotia.

Walter Danovich has been out sick. We hope he will be feeling better soon.



Norwood Roofing Plant

ARTHUR MCKENNA
LEONARD WEAVER
LOUIS SILVESTRI
JOSEPH NEVINS
JOHN HUTCHINS

ROGER PERCY
JOHN FOLAN
VICTOR NARCISO
JAMES MURRAY
WILLIAM STEWART

Francis T. Lane, on leave from No. 9 Roofing Machine, is now stationed at Sheppard Air Force Base, Texas. He is attending school for aircraft mechanics. He is the brother of Eleanor Lane, who works in the Main Flooring Office.

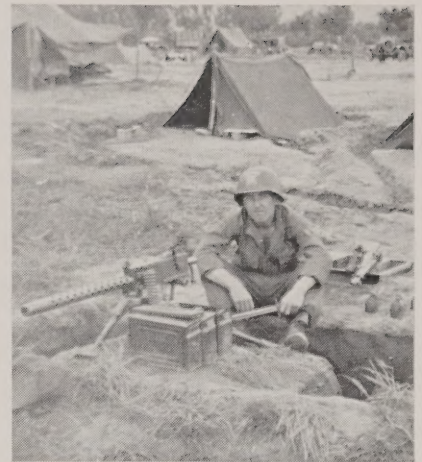
Nelson Bartlett spent the October 12th week-end closing up his Moosehead Lake estate for the winter. While enroute back, he dropped in at Ed Jones's newly acquired broiler farm in Pittsfield, Maine, but missed him.

Al St. Cyr filled in for Jimmy Johnson while Messenger Jimmy was on vacation.

Ernie Zitke and Malcolm MacDonald spent a few days at our Chicago Plant recently.

There were double congratulations when Paul Stupak, Jr., was born in October. The baby's father works in Shipping and grandpa is John L. of No. 1 Machine.

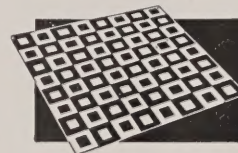
Carroll Homan after acting as official photographer at his sister's wedding has



THIS IS KOREA, or at least this is how it looked in September to John Milton, Jr., sitting here before his pup tent. His father is our John Milton of the Undercoat Department at the Flooring Plant.

decided not to turn pro. The poor photographer misses out on all the fun.

Len Weaver and his wife have been painting interior woodwork in their house and will gladly give advice, if called for, on "elephant gray" and divers elusive shades.



Norwood Flooring Plant

BRUCE GRINDLE
JAMES CONNOLLY
CHARLES COBB
ROBERT TAYLOR
WILLIAM CHERRY

DOROTHY HAWES
SIDNEY DEYOUNG
FRANK KARSHIS
STEPHEN WOSNIAK
LEO PADDOCK

S. F. CAVANAUGH

Welcome back to Jim Connolly, who has been on the sick list for the past couple of months.

Bruce Grindle got back from his third week of vacation — had every intention of painting his house but the weatherman changed Bruce's plans.

We sure miss Kennie Smith, our willing Messenger, very much and hope he gets



"I just wish we had the money you threw away on bills last month!"



THIS IS WHAT HAPPENS to striped bass which open their mouths once too often. Helen DeSavage of the Flooring Finishing Department Office (right, in dungarees), assisted by friend Lois Jenney, holds the striper. It weighed 25 pounds soaking wet when caught by husband Bill DeSavage of the Linoleum Department off Sandy Neck near Barnstable.

better fast so he can be back to work with us soon.

Good luck from all his former fellow workers to Warren Dyer who has moved to Maine to run the farm which he bought a couple of years ago.

Our deepest sympathy to Joe O'Brien whose mother passed away on Sunday, October 14.

We extend our sympathy to Francis Nevins and family, whose mother-in-law died October 15.

Jim Maroney reported hunting on opening day. One pheasant, a partridge and rabbit represented some good shooting.

Notes from Auburn, Maine

By HELEN LANE

We were very happy to hear that Art Lynch had to stay in the hospital such a short time — just overnight — for the infection in his foot. Now he feels as fit as a fiddle.

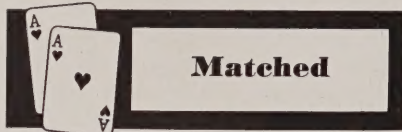
Eddie Quinn wasn't quite so fortunate. The doctor sent him to the hospital for a check-up and he has been there for a week now. Guy Houghton went to see him and reports that he may possibly be back to work on Monday. We all certainly hope so.

Ruth Wardwell came back from her vacation looking fine and reporting that all the potatoes have been picked up in Caribou.

Angie Boisvert has been having quite a time with a sore knee. Seems the doctors can't agree on just what is wrong with it.

Hope one of them can make her knee better real soon.

Last month we spoke of movies Ben Sirois ran one noon. Upon inquiry we found that Ben makes quite a hobby of movies and also makes a dollar now and then. He shows movies for clubs or parties and rents some of his films to people who have their own projector. Some of the films Ben has taken himself, like those while he was in the service overseas and others of friends and points of interest here at home. The one he showed at the factory was of the 1950 World Series — old, to be sure, but interesting to baseball fans who didn't see the games.



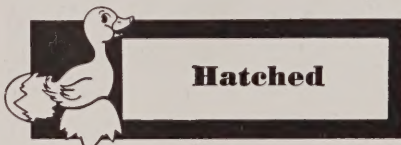
Irving Smith and Irene Sullivan (Treasurer's Office), on October 13, at St. Mary's Church, East Walpole.

James Conrad (Roofing Sales) and Harriet Phalen (Main Office), on October 7, at St. Catherine's Church, Norwood.

Franklin Hignett and Mary Ellen Rooks (Main Office), on October 13.

Thomas Trask (Flooring) and Alice Parker, on October 6, at St. Mary's Church, Dedham.

Angelo Auciello and Janet Meeker (Main Office), on October 13 at St. Mary's Church, East Walpole.



To Steven and Mrs. Mainonés, a son, on September 10. (Flooring)

To John P. and Mrs. Stupak, a son, John P. Jr., on October 10. (Norwood Roofing)

To Mr. and Mrs. Carmen Lorusso (the former Connie Marzuolo of Box Sales), a son, Carmen 3rd, on October 4.

To John L. and Mrs. Nelson, a daughter, Cheryl Paula, on September 18. (Roofing Sales)

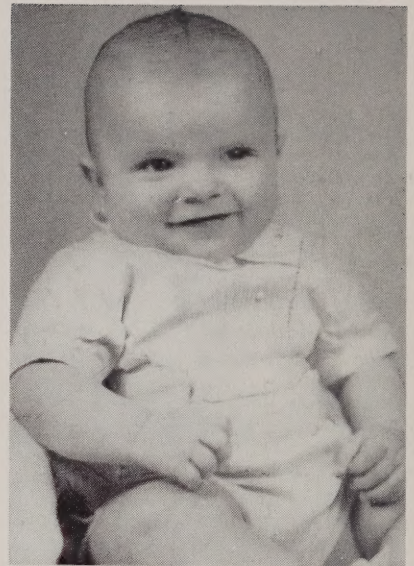
To Charles and Mrs. Fries, a daughter. (Chicago)

To Cephas and Mrs. Myers, a daughter, September 17. (Shreveport)

To Antonio and Mrs. DiFonzo, a daughter, Cecelia Mary, on September 9. (Phillipsdale)

To John and Mrs. Coughlin, a son, on October 2. (Flooring)

To Warren and Mrs. Browne, a son, Robert, on October 2. (Flooring)



THIS HANDSOME YOUNGSTER is the son of Ernest Smith, Fork Lift Operator at Flooring Shipping. The baby's name is Frederick W.

Reporters' Dinner

THE editorial board of the Bird Neponset Review were hosts at a dinner on November 15 for all Review correspondents from our Massachusetts and Rhode Island plants and offices. Similar dinners were held at the outside plants for the men and women who contribute Review news.

In the January Review there will be a fuller account of what happened.



THIS WINSOME MISS with her dog close by is the granddaughter of John Stankevich of the Tile Department at Floor Covering. Mary Anne Maynard is her name.

FOR SALE

Sheeplined mackinaw. Fur collar. Size 38. Has never been worn. Price, \$15. A good buy for an outdoor man. See Al Smith at the Neponset Credit Union.

BIRD CLUB

Girls' Bowling

By HELEN QUACKENBUSH, Chairman

GIRLS' bowling is under way with some close competition, not only for scores but for the girls' time. It has been hard to get full teams of five girls out every week. Three teams have been bowling with four girls, using a dummy for fifth. Even subs are difficult to obtain. If you other girls are interested, please sign up and bowl. We'd like to finish the year out and make a success of bowling.

Captains, together with the more-or-less descriptive team names, are listed below:

Captain	Team
Mary Moylan	Willers
Eleanor Shea	Wash Outs
Eileen Geraghty	Demons
Grace MacDonald	Villains
Mary Nicastro	Bowlettes
Louise Conti	Solids
Anne Kelter	Lucky Five
Eileen Bailey	Bandettes

At press time Mary "Moyl" Moylan's Willers and Anne Kelter's Lucky Fives were tied for top position.

Men's Bowling

By EVERETT FULLER, Chairman

THERE have already been some changes since the report in the October Review. Last month's top team from No. 1 Box Shop moved to fourth place, while the second place Flooring Lab team moved up to No. 1 position. Roofing's FBF team, which was seventh a month ago, moved up to second place. The EM team from the Machine Shop at the Main Mill was holding its own in third place.

That intrepid golfer, Johnny Woloshyn, is also a star bowler. At the end of October he had the season's high single with 135 and the high three-string total, 341.

Feature event for November again this year is the Thanksgiving turkey roll-off on November 14.

Full Steam Ahead

BUSINESS of the Bird Club really got under way on November 1, when the first Council meeting of the 1951-52 season was held. It is at this first meeting following the election of officers and appointment of commit-

tee chairmen that the Bird Club's new year really starts. President John McDougall has written in this issue of some of the club's problems, has given you the names of Bird & Son employees who will wrestle with these problems.

The banquet was held Saturday night, November 3, at the Norwood Junior High School. This was a dollar-a-plate deal, catered by the popular Holman, and as is traditional, the affair was well attended. Immediate concern of the Entertainment Committee after the banquet tickets were counted up was the coming Children's Christmas Party for offspring, grandchildren, nieces and nephews of all club members.

The Christmas Party date is yet to be announced, but it will probably be a Saturday a week or two before Christmas, as usual.

Another event on the club calendar is the Christmas concert of the Neponset Choral Society, which is sponsored by our Bird Club. This will be on Friday evening, December 14, at the Bird School in East Walpole. This is a change of hall from the Walpole High School, where concerts were previously held.

While the non-sporting members were concerned with parties, socials and concerts, many others had, since the end of warm weather, been bowling one night a week at the Norwood Sport Center. The Tri-Mill Sports boys were staging a turkey shoot before Thanksgiving, but at press time nothing much could be found out about their plans for the winter because many of them were off hunting in the North Woods.



ARTHUR PYNE with the evidence. This 21-lb. striper was caught at the Cape Cod Canal.

Bill Grazado has accepted the chairmanship of the Veterans' Entertainment Show again. He is an old hand at the Vets Show and couldn't say no to such a good cause. He has some able troupers on his committee: Anna Ippoliti, Louis DiGiandomenico, Mary Moylan, Matty Connolly, Julia Smith, Julia Lewis and John Hutchins. The first show is scheduled for some time in November.

President's Column

THE annual meeting in September was a disappointment as far as attendance was concerned, but successful in a business way. Numerous projects were discussed and one of the most important was the raising of the dues. You must admit that a dollar and a half doesn't purchase very much these days. I believe in the near future we may have to increase this amount.

Getting a full-time Recreation Director also came in for some discussion. We find it quite difficult to get people to accept an appointment as chairman. If we are going to have a club, somebody has to do the work, but it seems we impose too much on the old standbys.

You may be interested in the results of the election held at the annual meeting. Here is a complete list of the council members for the coming season: President, John McDougall; Vice President, Joseph Coburn; Secretary, Albert Smith; Treasurer, Howard Whitney; Directors, Richard Sprague, John Hutchins, Steve Cavanaugh, Hilda Rafuse, Wesley Beaulieu, Catherine Bellew and Edward Wisniewski.

Chairmen were appointed as follows:

Bowling, Girls	Helen Quackenbush
Bowling, Men	Everett Fuller
Cribbage	Herman Nordstrom
Dramatic Club	Joseph Coburn
Entertainment	Edward Wisniewski
Neponset Choral Society	Chester Porter
Golf, Girls	Julia Lewis
Golf, Men	Richard Sprague
Membership	Ken Rouillard
Publicity	Eleanor Garland
Tri-Mill Sports Club	William S. Ivatts
By-Laws	Steve Cavanaugh
Veteran's Entertainment	William Grazado
Table Tennis	Open
Horticulture	Open
Auditing	P. F. Rogers
Executive	W. A. Beaulieu

— John McDougall

Shreveport

News and Views

STAFF: LUCILLE MCMURTRY, D. L. OLIVER, JR., WILLIE L. SMITH, FRANK MARKHAM, EDWIN SOMPAYRAC, DON COOK, RICHARD POTTER, Photographer



TEACHERS VISIT INDUSTRY. One of the two groups of teachers from the Caddo Parish schools who were our guests at the Shreveport Plant during Business-Education Days, October 17 and 18.

We Join City in First Business - Education Days

SHREVEPORT held its first Business-Education Day observance on October 17 and 18. This is a movement sponsored by the National Chamber of Commerce. It is designed to promote the understanding between business and education leaders of the principles of private free enterprise and the American Way of Life. These are principles which we here at Bird & Son proudly represent and earnestly strive to keep free from the encroachment of government bureaucracy and present-day socialistic tendencies. Sixty-two businesses and industries, some eight hundred teachers from the white schools and over four hundred teachers from the Negro schools participated in the two days' observance.

Bird & Son was host to a group of fifteen teachers on the 17th and ten teachers on the 18th. Five representatives from Bird & Son — L. L. Williams, General Manager; O. N. Sherburne, Office Manager; R. F. Jenkins,

Sales Manager; A. W. Miller, Traffic Manager, and J. D. Cook, Sales Service Manager — met the teachers at the schools in the morning and escorted them to our plant. A short meeting was held in the Display Room where Mr. Williams welcomed our guests, explained the purpose of the day, outlined the history of our company and its products and gave a verbal preview of our manufacturing process. Immediately following, the entire group was taken for a tour of our felt and roofing mills with guides explaining the various steps in the making of our products.

After the tour, the entire party was entertained at luncheon. In the afternoon a two-hour panel discussion was held. Mr. Williams explained the functions of management, Mr. Jenkins spoke on sales and customer relationships and Mr. Sherburne on administrative functions, credits, collections and purchasing. After these talks the

meeting was thrown open for questions and answers and a very lively and instructive session developed.

Very Successful

In every respect the two days were a complete success, enjoyed by both guests and hosts. We have received highly complimentary letters from many of our guests and feel that a fine job was done in strengthening the good will of our company in our home community. We also feel that the job of selling the private enterprise idea to education leaders was accomplished and that we have done our bit towards keeping intact the system and ideals for which we stand.

It is intended to have this day set aside as an annual event. Judging from the success of this first B-E Day in Shreveport, the idea will be enthusiastically supported by all business and education leaders.

Bass and Ducks

DUDE DAVIDSON caught a 4¼-lb. bass and tied Mode Myers in the contest. This has the other fellows fishing as often as possible after working hours.

Duck season opened here on November 2 and each hunter was hoping to be able to try his skill and luck on opening week-end.

Squirrel season is in full swing and the lucky ones are killing from one to four per trip before and after working hours.

Shreveport Speaks

We wish to express our sympathy to the D. L. Ford family who received word that a brother, Nolan E. Ford, was killed in action in Korea, September 20.

Since September, the Bird Bowling Boys have moved from a poor last place to a sparkling tie for third place. Last week when we rolled the Glass Factory, they had lost only two games out of 16. But after playing against us, when the smoke cleared they had lost four games out of 19.

Curtis Salone's car was stolen the other day when he ran into the grocery store for just a minute. They gave chase but Curtis' car was turned over and wrecked before they caught up with it.

Harold Maricelli bought a lot from Cephas and Mode Myers when he came back out of service. The other day an oil scout paid Harold a pretty nice figure for the minerals under this same lot and he is now doing a lot of kidding.

Charley Patterson enjoyed a week's vacation.

J. D. Teutsch has hit the suggestion jackpot twice in succession. Nice going, J. D.

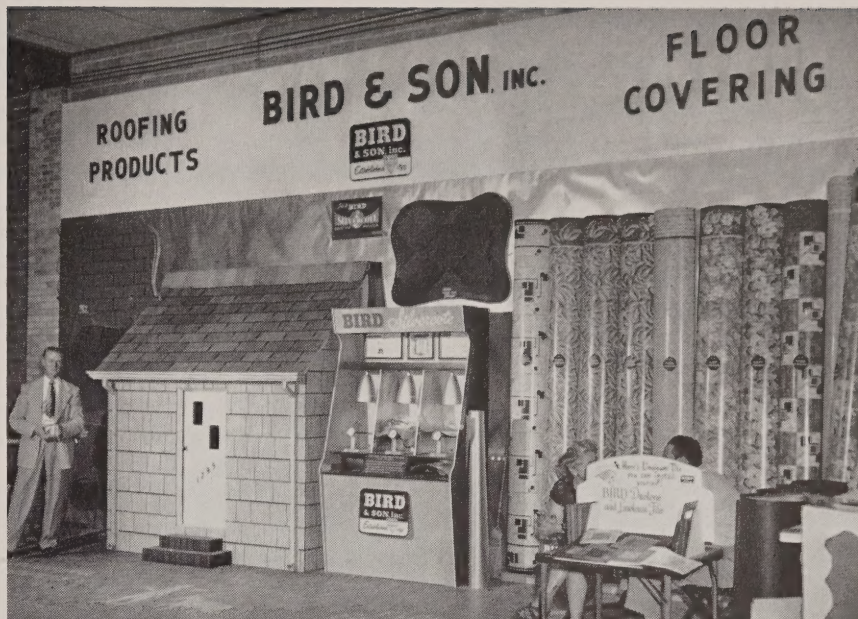
Vivian Wilson spent two weeks' vacation at home enjoying the company of her new granddaughter.

Wilton Guice spent his vacation in Dallas and Fort Worth, Texas.

We miss the smiles and wisecracks of William Winkler. "George," as he is known, spent some time in Campbell's Clinic in Memphis, Tennessee, and had a very serious operation. He returned home for a few weeks and is back in Memphis this week for a check-up. We'll be SOOOO glad when he is able to come back to work.

The phone rang here Saturday and Deacon Dyess was trying to reach Robert Jenkins. Robert had just gone home and Fred May answered the phone. While Grace Fuller was looking up Jenkins' home number, Deacon said, "Hi, son, this is your pappy." Fred replied, "Operator, you just got to let me say hello to my pappy. Hi, pappy, are you all right? How is mamma?" This continued for a few minutes, when Grace came along with the number. All the conversation was for FREE though.

We were glad to learn that after a very serious operation, Frank Markham's mother is getting along fine.



BIRD BOOTH AT THE LOUISIANA STATE FAIR held in Shreveport in October. Bird & Son, Shreveport, was interested, of course, and headquarters back East were represented by Sales Promotion Manager W. L. Watkins and by W. O. Koehler, Advertising Display, who set up the exhibit.

Grace Fuller has been enjoying a visit from her niece and her little daughter, Linda. We know Grace will enjoy these two very much since they have moved closer home.

Lucille McMurry enjoyed a week's vacation in the Ozarks on top of Mt. Cazort. This 'mountain air gave her such an appetite that she gained several pounds.

We were sorry to learn of the death of A. W. Miller's brother who was killed in an automobile wreck near Pocahontas, Arkansas. Two others were killed in this wreck and a fourth badly injured.

Bruce Horsley left the office September 28 after training in the Mill and Office to become our West Texas-New Mexico Representative. Bruce is at present living in Abilene, Texas. We feel sure that he will do a bang-up job out in the wide open spaces.

Rumor hath it that our ranch-loving Buck Oglesby while on his vacation had to do some fast stepping. In fact, it is said, one of the bulls put him over the fence.

Don Cook is welcomed as a new member of the Shreveport Review staff.

Rights of Left-Handers

There is a group of adults who advocate an Association for the Protection of the Rights of Left-handers. They protest the fact that so many of our common things are designed just for the right-hander: scissors, gear shifts, door-knobs, egg beaters, pencil sharpeners, musical instruments, etc. They crusade for use of the left hand in taking oaths, saluting, and demand clothing on which the buttons are reversed. As one put it: "We feel 'left' out."

— Better Homes & Gardens Magazine

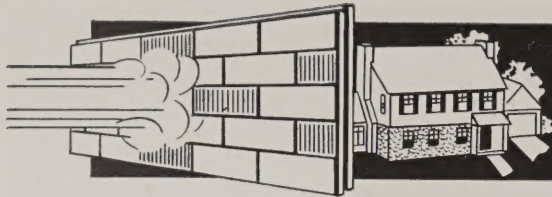
Special Display at State Fair

THE Louisiana State Fair opened in Shreveport on October 20 and as in years past, Bird & Son had an exhibit. Previously it had been the job of the Sales and Sample Departments to construct this display. This year we had the help of W. O. Koehler, Advertising Display Department head, from East Walpole. As can be seen in the picture, he did a bang-up job.

Officials estimated that there was a record attendance at the fair. From what the fellows who worked the booth said, they all came by ours. The only trouble we had was that all the children wanted to look *inside* the house.



"I wish we had a parlor where our daughter could entertain her friends"



Chicago Roofing Plant

STAFF: G. F. CAMPBELL, JR., MATHILDA HANSEN, VIRGINIA O'BRIEN, JOSEPH BLACKMAN, MARTIN PEARCE



A LONG WAY FROM CHICAGO "driving up North Korea" is Nick Ahrens of the Chicago Plant Blowing Department. Nick is the one holding the magazine. (Not the Bird Review!) Nick wrote Martin Pearce that he got to see Mike O'Shea over there. Mike is another boy from this very same department.

Chit Chat

Anne Gohr, who formerly worked as Order and Billing Clerk in our Office, recently visited us with her ten-month-old twin sons, Mickey and Dickey.

Joe Blosky, Foreman of the Cement and Blowing Plant, recently spent a week's vacation in Wisconsin learning how to raise minks. Any of you girls who are looking for a new coat, see Joe as soon as possible.

We recently received a letter from Bruce Keller, a former employee in the Shipping Dept., who is a bit lonesome and is anxious to hear from any of the boys.

Barney Soward of Shreveport visited our plant during the month of October.

Harold Altman is spending all his spare time at the duck blinds. We all expect to have a supply of ducks for our deep-freeze. On opening day he brought back the banded leg of a duck to prove that he did shoot one.

Cpl. Lewis Matthews, Chicago, was discharged from the Army this month. He will take two weeks' rest before returning to work.

Recent visitors from East Walpole included Rogers Weed, John Murphy and Frank Reynolds.

David Swenson, of No. 2 Machine, was called to service in 1950. In the very same year he saw action in Japan. Now after 23 missions over Korea, 1st Sgt. David A.

Swenson, USAFR-Radar Op. & Tech., has returned home and is now back on the job at Bird & Son. Welcome home, David.

Several of the boys are driving new cars again. Among them are Charles Baker, Clem Reithofer and Levy Hosch.

Is the search for a worthy opponent to face "Sugar" Ray Robinson for his middleweight crown at an end? Or, have the successors to Batman and Wonderwoman been discovered?

Willie Blackman, Dry Felt Department, and his wife, Annie Mae, were the star performers in the exciting episode which climaxed the evening of Friday the 18th.

Returning home from shopping about 6:00 P.M., he and the wife were just about to open the door when they were suddenly attacked by three women and two men. Now Willie and Annie were frightened stiff. They could not run, because they were completely surrounded; they couldn't possibly hope to fight their way through, for they were hopelessly outnumbered. They did the only thing left to do. They tore in with flying fists and swinging handbag. When the smoke cleared they were alone and their attackers were falling all over each other getting away from the demoniac devils before them!

Faite Rudolph, Jr., of No. 6 Machine, received his greetings. Now he is visiting his dear old Uncle Sam.

Jack Hicks, of No. 2 Machine, just bought a new Catalina Pontiac.

Martin Pearce resigned as Recording Secretary of the Union and Alvin Bowen was elected to take his place. Martin is now an Assistant Foreman.

John Troy resigned as Secretary-Treasurer of the Union and Floyd Pinckney was elected to take his place.

Clemens Reithofer retired as of November 1st after completing twenty-five years of service.



Waterloo Notes

By PEARLE MCGUFFIN

Clarence Clark and John Savage have improved their homes this week with a new Bird roof.

Welcome to Gladys Thompson who has come to work in the office during vacation time.

Ira Weems and family spent a week-end

in Shreveport, La., to attend the Louisiana State Fair.

Roland Murry is the proud possessor of a new '51 Chevrolet.

W. H. Huffman has been on the sick list but was able to return to work after a few days' absence.

H. E. Herring has returned to work after several week's absence following a recent operation.

James K. Prescott and Lile Halton enjoyed a vacation during the early fall weather.

Mouzon Simpson was on vacation the first part of October. He enjoyed a round of squirrel hunting and attended some good football games.

Our Waterloo office is being dressed up with a new coat of paint and new floor covering.

Roger Bailey, son of Paul Bailey (lease), has secured a position with Montgomery Ward in Ft. Worth.

W. S. Carpenter, J. H. Martin and Buford Butler enjoyed vacations during squirrel hunting season.

Dewey Rhodes and family have moved into their new home near Rosston.

Morgan Moore and wife had a week's vacation visiting relatives in northern Arkansas and Chattanooga, Tennessee.

Carl Berger and family have just returned from a trip to Kansas where they were called because of Mrs. Berger's mother's illness.



Phillipsdale Plant

REXFORD H. SALISBURY
MANUEL OLIVER

DAVID S. LOWRY
ARTHUR TRUDELL

LESLIE E. HOWARD
ROBERT CROWLEY

Down the Alleys

THE interdepartmental bowling league is now in full swing with several surprises in the line-up. Some of the big wheels of last year do not seem to be quite so big this year (they are getting older) and some of those who were not so hot last year are climbing up. All teams have six men (or women — we have two gals with us now) so we have more people participating in the league.

Those averaging over a 100 are:

John Cyronak	111	1-15
George Condry	105	8-15
Matty Pino	104	5-12
Bill Kanoski	105	1-15

Howard Inman	104
Fred Pierson	101 3-9
Joe McBride	101 3-9
Bob Pearson	100 2-15

The high single and high three-string are both held by John Cyronak — 136 and 380.

Notes

We were glad to see one of our retirees, Henry Phelps, who visited us recently.

George Condry ordered bowling shoes, size 11½D. They were not made that large so they sent him football shoes. Everything is all right now. George finally got his bowling shoes.

Arthur Turner made a short and snappy

automobile trip to Maryland to see his son on a recent week-end.

Doug Horton still has three of the rabbits at home that you saw pictured with Joe Medeiros last month.

Anthony McBride is lonesome now that the new storage building shuts off the view from board mill and oil company.

Vacations are almost over — a few left who like to take time late in the year. Dave Lowry, for one, went to Williamsburg.

Dick Carlson has a new car — a 1947 Chevrolet. Margaret McLaughlin has a new 1951 Oldsmobile 88.

The employees of Phillipsdale gave \$348.50 to the local community fund drive making with the company's donation a total of \$598.50 at Phillipsdale.

Departments DPI, DPIF, DPX and PPL contributed 100 per cent to the fund.

Magnolia Notes

By STELLA HINES

New reporters who will assist Stella Hines with Magnolia notes are welcomed to the Review fraternity (or sorority, as the case may be). They are Avis Moses and Zuma Awbrey.

Stephens Notes

By DAISY RODGERS, LAWRENCE RODGERS, G. A. MALONE

Daisy Rodgers, besides sending in pictures, writes: Mr. Rodgers and I have just returned from a tour of nine states in which we traveled 3000 miles and had a wonderful time. We visited Alabama, Tennessee, Mississippi, North and South Carolina, Georgia, Florida and Louisiana. But we returned to Arkansas, where we think it is the most beautiful of all the states.

We are having the barbecue on Thursday, October 25. It will probably be January before the pictures are printed in the Review.

Attention, Bowlers

Here are some tips picked up from here and there which should help you immeasurably. Keep them in mind for the play offs.

1. After picking out the best ball, run and stand in front of your favorite alley, thus giving no one a chance to bowl there.
2. Before throwing the ball, have your Captain call the attention of all the bowlers to your perfect stance.
3. If you make a strike, look around and show a big smile.
4. If you make two strikes, calmly walk over and chalk it up, being very careful not to smile this time.
5. If you make three strikes in a row, nonchalantly light a cigarette; if you don't smoke, light one anyhow.
6. If you throw the ball in the gutter, grab your leg quickly and limp to the bench, growling something about slippery shoes or the bad breaks.
7. If you get a split, study the situation carefully, meanwhile thinking of the good time you had on your vacation.
8. If you have a low score, tell the Cap-

tain confidentially that you did it for the purpose of getting a bigger handicap.

9. If a bowler on the opposite team makes a bum shot, laugh as loud as possible and attract everybody's attention.
10. If your opponent makes a strike, always sneer and talk about horseshoes and four-leaf clovers.
11. Never give the other team credit; always talk about how funny they throw the ball, or if they go over the foul line, ask them if they intend to walk all the way or only half way.
12. When marking score, look around, and if no one is looking, it is always a good idea to mark down a few more than you make.
13. If you miss an easy spare, laugh it off and say you tried something new.
14. If your team loses the last game, point to the fellow who made a couple of bum shots, and yell "You're the guy who lost the game." This will restore his confidence and he will appreciate your calling the matter to his attention.

— B. P. News

Berry Honors its Long-Service People.



LONG SERVICE EMPLOYEES are presented with gifts by Vice President A. T. Van Pelt following the meal at the annual barbecue at Waterloo. Left to right: J. G. Mitchell, 15 years of service (Laboratory); J. E. Carpenter, 15 years of service on the Lease; John Atkins, 20 years of service (Refinery); Ira Weems, 20 years of service (Lease); H. B. Pullar, President, almost 26 years of service, who stole the show with his good humor and most interesting speech.

Others, not pictured, who received 15-year service awards were: Lynne Herring, Refinery, and Pearle McGuffin, Office.

(Other Barbecue pictures, page 7)

Safety Shoe Program Will Continue

THE Safety Shoe Program has been approved for another year. This program has been in operation since August 1950 and has been very worthwhile.

This is the plan whereby an employee can buy safety shoes through the company at a discount. Bird &

Son pays \$2.00 on the first pair of safety shoes and \$1.00 on the second pair purchased within the year. Employees not only in Massachusetts and Rhode Island, but throughout the Bird & Son plants can take part.

A report on the use of safety shoes in the Massachusetts plants alone shows

that 1,046 bought them since the plan was started.* This is a voluntary program, although safety shoes are recommended. This recommendation is supported by figures which show a marked reduction in injuries and time lost since Bird & Son started the program. For example:

	Before	After
Number of injuries	37	22
Lost time injuries	19	10
Days lost	402	95
Wages lost	\$4,042.78	\$1,087.46

Readers of the Review may recall that within the past few months testimony from two different men has been printed to the effect that safety shoes kept them from getting hurt. Replies to a Safety Committee questionnaire gave 56% of the men saying that wearing the shoes had prevented injury.

*This number is substantially more than half of those who might have a need for safety shoes.



ROOFING SALES OFFICE gives a dinner party for Salesman Jim Conrad and his bride, also of the Main Office. Around the table from the left are: James Weir, Agnes Novick, Bill Smith, John McDonald, Louise Perkins, Lou Harriman, Elsie Thompson, William Walker, Pauline Ransow, the groom, Harriet Phalen, his bride; E. L. Chamberlain, Sabina Costello and Fred Picard.

Footnote to Phone Story of October

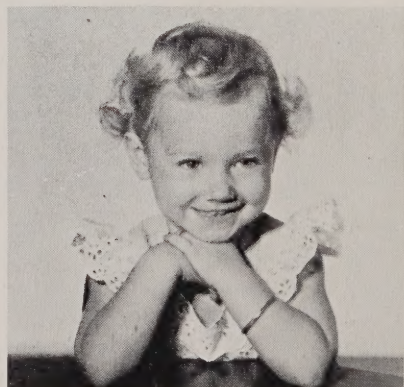
THE telephone girls are managing to live down the notoriety received from crashing the Review. Which is another way of saying they bore up gracefully and the Review thanks them for helping to make this story.

Now, a foreman in the mill asks us if we wouldn't please add one more thing under "Telephone Habits."

If you are calling a number in one of the production departments and someone doesn't answer right away, hang on. Someone is trying to get to the phone and will make it if you will be patient and let the phone ring once more. If you don't believe it, he says, try it.



PAUL M. MANNING of Floor Covering, center, as he won the annual Brockton Enterprise trophy golf tournament, 2 to 1, in the final 36-hole match. At right is the man he defeated, Will Wallace, and at left is the course pro, George A. Aspacher. Thanks are due to Jim Connolly, Review reporter, who wormed the story of his victory out of the modest golf champ. Bauman photo



PROUD FATHER OF LOVELY LITTLE DIANE is J. D. Hall, Jr., Rackman at the Stephens Refinery, Berry Asphalt Company.

On the Lighter Side

A rather plumpish teacher complimented one of her pupils in the school cafeteria, who was drinking milk.

"Drink milk every day," said the teacher, "and it will make you grow."

"Do you drink milk?" the student asked.

"Of course!"

"Well, you shouldn't."

The operator of the other car, charged with drunken driving, crashed into Miss Miller's rear end, which was sticking out into the road.

— *Osage, Iowa, Press-News*

A Texan was describing an after-dinner speech. He said it was "a long-horn speech, one with two widely separated points and a lot of bull in between."

Salesman: "Is your mother home, son?"

Boy sitting on steps: "Yes, sir."

Salesman (after knocking several times): "I thought you said your mother was at home."

Boy: "She is, but we don't live here."

— *Mass. S.B.L.I. News*

Big Business in Vermont

Vermont is full of breath-taking views, quaint homes and delightful foods, but its most engaging point is its people.

Last summer a lady we know made some attractive work bags from turkey-red muslin, while vacationing there. The ladies of the rocking chair brigade at the inn took a fancy to the idea and soon got busy making donations for the church fair. The result was that when the first lady went to the village for more turkey-red muslin, she was informed by the proprietor of the general store that he was "fresh outen it."

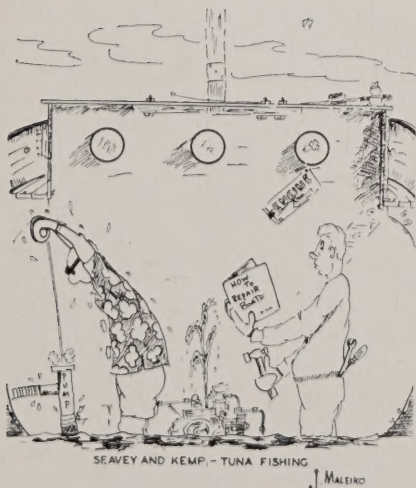
Hopefully she asked when he expected more in.

"Don't," was the blunt reply.

Still optimistic, she remarked, "I see, you haven't ordered it yet."

"Not goin' to," and seeing her perplexed expression, he added: "Can't keep it in stock. Goes too fast."

— *Wall Street Journal*



the Question Box

Continued from inside front cover

If a person has worked 30 years and leaves Bird & Son for health, marriage or other reasons and is near retirement age, will the company hold the pension until the person reaches retirement age? I think when a person has given the best part of his life he should get the pension due him for faithful service.

The retirement program does provide benefits for an employee with at least 25 years of service who becomes totally and permanently disabled. Also, an employee may request early retirement for health reasons and, if the request is approved, becomes eligible for a reduced pension. In both these cases, payment of the benefit commences when the employee stops working and without requiring him to wait until his normal retirement age.

It would not be permissible, in the administration of a profit-sharing program, for the company to inquire into the reasons of a participant who voluntarily terminates his employment. Each such participant is, accordingly, eligible to receive a termination benefit, the amount of which is fixed by reference to his length of service, his age, and the value of his units account at that time.



CANDID CAMERA CATCHES THE BRIDE-TO-BE as she comes in from lunch on her last day at the office to find a SURPRISE waiting for her. Harriet Phalen (now Mrs. James Conrad) is still putting her comb back in her purse as she enters, right, while admiring friends are: Anne Walukevich, Eleanor McClintock, Berniece Potter and Phyllis Coffin. Oblivious to camera and crowd, lost in admiration of the lovely decorations over the bride's desk is Jeannie Cronin.



GOOD LUCK, WARREN. Warren Dyer reads the card from all the fellows as he says goodbye just before leaving Bird & Son to make his living on his farm in Bowdoin, Maine. Warren had been here ever since he was old enough to vote and all that time in Flooring Shipping and Stores. The fellows took up a collection and Warren was much pleased. The place Warren bought is near Brunswick, so he'll be within easy calling distance for vacationers next summer.





BIRD NEPONSET **REVIEW**

December
1951

Vol. 39 No. 12



BIRD & SON, inc.

Established 1795

East Walpole, Massachusetts, U. S. A.

PAPER MILLS
East Walpole, Mass.

BOX FACTORIES
East Walpole, Mass.

FLOORING PLANT
Norwood, Mass.

ROOFING PLANTS
Norwood, Mass., Chicago, Ill.
Shreveport, La.

FELT MILLS
Phillipsdale, R. I.
Shreveport, La.

INSULATING BOARD PLANT
Phillipsdale, R. I.

GRANULE PLANTS
Norwood, Mass.
Glenwood, Ark.

BRANCH OFFICES: New York, Chicago, Shreveport

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Vice President—H. EUGENE SAWYER, JR.

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Field Manager, A. J. LEBLANC
Field Manager, T. J. SULLIVAN
Sales Service Manager, L. G. WILLIAMS
Superintendent, Flooring Plant, R. M. WIGHT
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Sales Manager, Eastern Division, J. D. JOHNSTON
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Superintendent, B. P. SOWARD
Office Manager, O. N. SHERBURNE
Traffic Manager, ARTHUR MILLER
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Assistant Sales Manager, H. R. BONNYMAN
Sales Manager, Carton Division, R. M. SPRINGER
Assistant Sales Manager, R. H. HALL
Sales Manager, Special Papers Division, E. C. DAVIS
Sales Manager, Horticultural Division, W. G. MACIVOR
Chief Engineer, O. M. LAMBINE
General Superintendent, Paper, Box and Carton Divi-
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Superintendent, Paper Division, F. A. MASSEY
Superintendent, Box Division, A. D. COLBURN
Superintendent, Carton Division, R. L. TUPPER
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Chief Engineer, G. M. BLAIR

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Office Manager, R. W. PEARSON
Chief Chemist, A. H. CHAMBERLAIN
Chief Engineer, E. E. PETERSON

SHREVEPORT MILL

Manager, L. L. WILLIAMS
Superintendent, B. P. SOWARD
Office Manager, O. N. SHERBURNE
Chief Chemist, R. N. POTTER

The Berry Asphalt Company

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Vice President and General Superintendent,
A. T. VAN PELT
Superintendent, Waterloo Refinery, C. W. BERGER
Sales Manager, J. W. WALDRON

Vice President and Superintendent, Crude Operations,
R. N. SMITH
Manager, Stephens Refinery, C. L. CRENSHAW
Office Manager, W. J. LIECHTY



The Season's Greetings

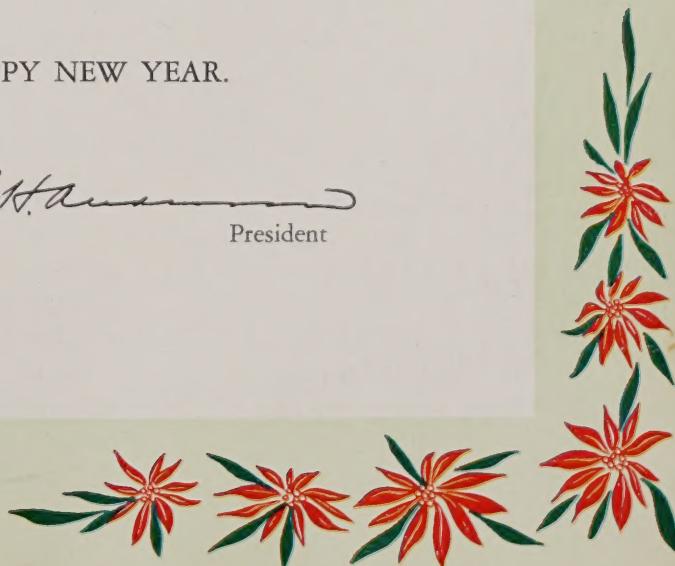
THE past year has been a year of growth for Bird & Son and Bird products. New products have been introduced, the quality of standard products has been improved and plant equipment has been maintained in first-class condition. Details of all these accomplishments, which make for good business for Bird & Son and our customers, will be found on the pages that follow.

No review of the year's accomplishments, however, would be complete without special recognition of the thousands of loyal friends who buy our Paper Products and who distribute and use our Building Materials and Floor Coverings. We are proud of the warm good will that exists in our relations with all who handle or use Bird Products. At this season of the year we send them our thanks for their loyalty and help. Our most sincere wish is to continue to merit their patronage.

To all friends and customers of Bird & Son as well as to all my coworkers in the company I extend all good wishes for

A MERRY CHRISTMAS AND HAPPY NEW YEAR.


President





Floor Covering Plant, Norwood, Massachusetts. The Undercoat and Linoleum Departments are in the foreground, the Print Machines in the center, and warehouses and shipping platforms in the distance.

Floor Covering Division

IN SEPTEMBER, an announcement by Bird & Son made headline news in the floor covering industry. About the first of the new year Bird & Son will offer 16/4 yard goods for sale. Since the company at present has no machines to produce this wider floor covering, it will be supplied by another manufacturer to Bird specifications and design. There will be eighteen attractive patterns of yard goods in this popular 12-foot wide size.

Bird Armorlite is again the leading product in the Floor Covering Division in 1951. Armorlite Yard Goods and Rugs are noted for their long wear, high gloss and clear, bright colors, qualities proved through the years.

To tell the public about it and give Bird dealers a stimulating fall sales program, an intensive advertising program was continued in September featuring Bird Armorlite products. Full page, full color advertisements appeared in the Ladies Home Journal and This Week magazines, and in the New York Daily News Sunday Supplement in September and October. A preliminary announcement to the trade was made through complete mailings and a full back page cover ad in Retailing Daily on August 31. Four color promotional wall charts were provided for the dealers and four color posters for dealers' windows.

The Bird window display program, started last spring and designed to tie in with the national advertising, was used again effectively from September 1 through November 30. A window display service works like this:

(Continued on page 13)

On the Cover

Bird & Son Main Office at East Walpole as it looks each Christmas season. Color photograph by Walter H. Hartig.

Paper Products and Felt Division

V BOARD is in the picture again. The fighting in Korea and the step-up of defense production have greatly increased the use of this Bird product which proved itself in World War II.

Special V Board boxes made according to government specifications carry shipments of Shoe-Pacs, twelve pairs to a box, right to fighting areas in Korea. Shoe-Pac is a new type of shoe with a rubber foot and leather top designed especially for the rough conditions over there. We have supplied a good volume of these boxes to shoe manufacturers during the year and also a great many boxes for shipment of the regular combat shoes.

Shipments of heavy wire and cable are now protected by V Board. The wire or cable is first wound on the familiar big drums and then protected from the weather by a snug wrapping of V Board over the outer convolutions. With such protection the drums can be safely shipped anywhere in any weather and every inch of wire will still be in good condition when ready for use.

Bin-Pak, the clever box for compact shipment and storage of many small items, is another Bird specialty of 1951. Developed by a General Electric Co. employee at their Pittsfield plant in western Massachusetts and patented by him, this box is triple-purposed. It is a shipper, a warehouse or stockroom container and a dispenser all in

(Continued on page 14)

Main Office, Paper Mill and Box Factories, East Walpole, Massachusetts. The new Power Plant is in the center of the picture. In the foreground is the Main Office and No. 2 Box Shop. The large brick building in the distance is No. 1 Box Shop.





Roofing Plant, Norwood, Massachusetts. In the foreground are the Stills. Across the road, middle left, is the Granule Plant. Top, center, is the East Walpole Plant. Just below it are the buildings of Hollingsworth & Vose Co.

Building Materials Division

TWO major improvements in Bird Insulating Siding appeared on the market last fall within weeks of each other. They mark real advancements in their field and emphasize again the position of leadership which Bird & Son has occupied in the development of the siding market since it started to be a volume business some twenty-five years ago.

Bird Naturaline was announced September 28. The first color produced is called Silver Red — a fitting name because the brick pattern has bright red bricks and the mortar lines are really white. Naturaline Silver Red Siding will accomplish an outstanding job in the field because it brings a radically new, improved appearance to old buildings — different from anything before available. It is distinctively a Bird product. Furthermore, the brilliant white mortar lines are permanently embedded for real wear resistance.

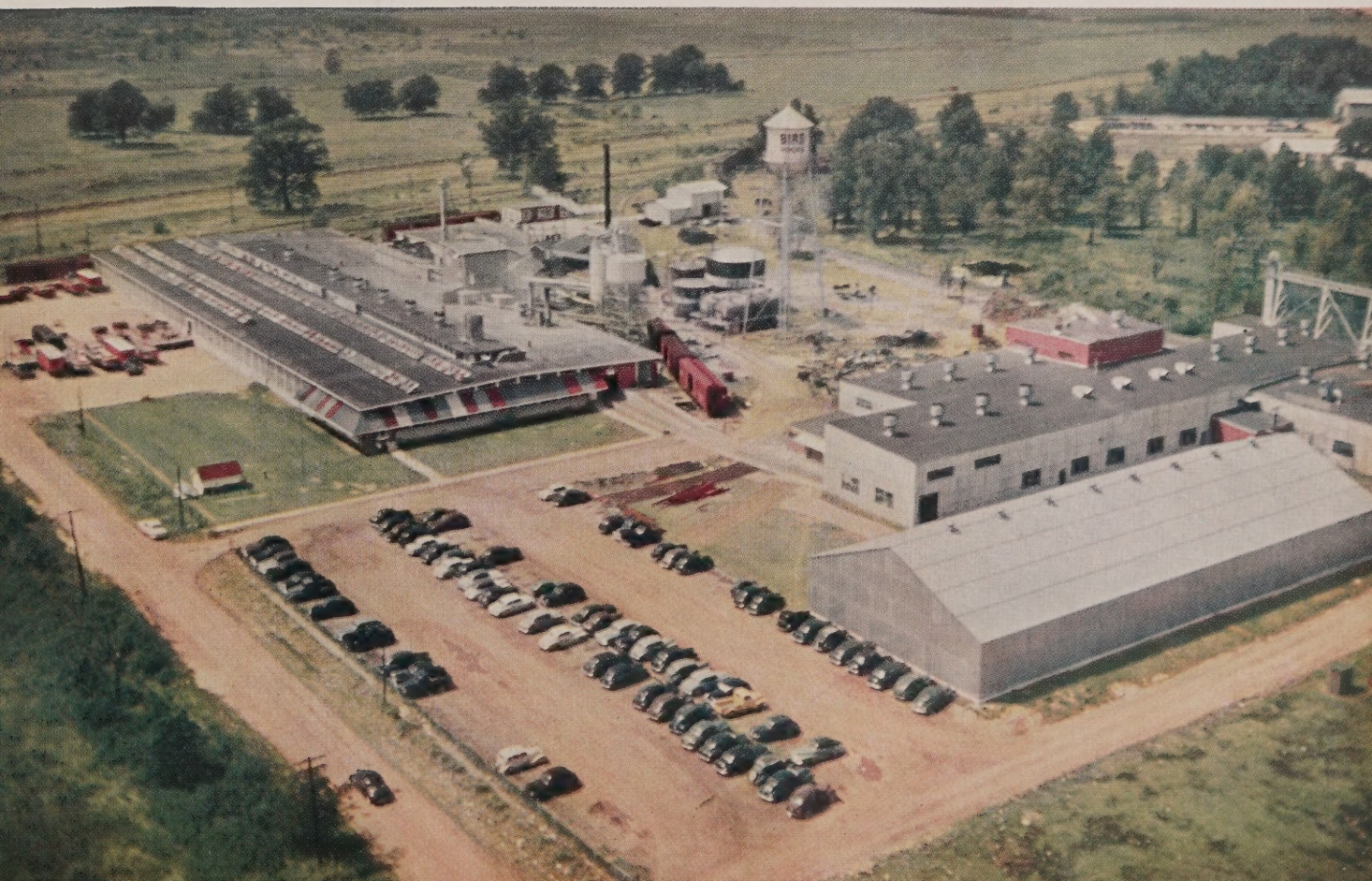
Number two in this siding parade is the rainbow of colors in Shake Insulating Siding — pastel tints of green, blue, buff and red. These pastel colors went on the market just a few weeks before the Naturaline Silver Red appeared. The beautiful, light clear colors of pastel insulating sidings have captured the modern trend in house design for high style in exteriors. These unusual pastel sidings make it possible to gain the comfort and economy of the higher insulating value of Bird Sidings compared to wood sidings, yet maintain modern styling trends in both old and new construction.

(Continued on page 7)



Granule Plant, Glenwood, Arkansas

Roofing Plant, left, and Felt Mill, right, Shreveport, Louisiana.





Bird Machine Co., South Walpole, Massachusetts. The brick building in the center is the Research and Development Center.

Bird Machine Co.

BIRD MACHINE COMPANY, as might well be expected by anyone familiar with their outstanding contribution to the great production effort of World War II, is now heavily involved in a broad program of conversion to work of critical importance to our country's defense.

Tied in directly with defense activities are units used by the Navy, units necessary to the high explosives program and units for machine tools which are now so essential to cut material for planes, tanks, guided missiles and similar defense assemblies.

Of equal, if not greater importance, are the many items of Bird machinery that are in themselves high on the list of top rated defense production necessities.

The great drive for steel has stepped up the demand for Bird Coal Filters, for coal and steel go hand in hand. Mechanical mining has greatly increased the proportion of fine coal and the amount of dirt and rock mixed with the coal. This huge volume of fine coal has to be washed clean. It is the job of giant Bird Filters to wring out the water and deliver the fine coal dry enough for blending with the larger coal. The fine coal is recovered and the water made so clean that it is used over and over instead of creating a stream pollution problem. Close to a ton of coal a minute is handled by this big Bird Filter. Already better than twenty million tons of coal have been put through Bird Filters, impressive evidence of their value to the industry.

(Continued on page 12)



Roofing Plant, Chicago, Illinois. In the foreground is the warehouse and loading dock. The Office is located at the front of the large building in the center.

Building Materials Division

(Continued from page 4)

Another outstanding new product in 1951 was the addition to our Insulating Siding line of Tectonstone White. Because this bright, pleasing white brought to old buildings a fresh, attractive appearance with the realistic stone design, the market quickly took up this unique Bird product and volume sales developed rapidly.

As we have emphasized before, the line of Bird Building Materials is a complete one with products of top quality, plus unique features distinctive with Bird.

The Architect

The distinctive Architect shingle in the East and the 230-lb. #23 Master-Bilt shingle in the Midwest, together with the well-styled colors of Master-Bilt Thick Butt shingles at all plants, make Bird shingles recognized leaders in the field the country over. In addition to shingles, the complete Bird line includes eleven types of roll roofings and a complete selection of building papers, asphalt coatings and cement.

Silvercote

Silvercote, a 1950 introduction, gives the home owner and the builder outstanding value in reflective insulation. Its light weight makes it easy to store and easy to apply. It is just as effective as other types of insulation and far less expensive than most of the bulky types. For side walls, attic spaces and crawl spaces it is ideal. Where the bulky types of insulation eventually absorb summer heat and

retain it for many hours after the air cools at night, Silvercote reflects the heat instantly and retains none during hours of the night. It also provides a complete vapor barrier through which moisture cannot pass—a very important point for side wall installations.

To help the dealer — and ourselves — sell more Building Materials in 1952, an entirely new and more comprehensive advertising and sales promotion program is planned. Through new advertising techniques we hope to reach a larger readership from the buying public for our full line of Building Materials Products.

In addition to the advertising, our point of sale program has been materially improved. These items for the dealer and contractor, which help him resell the materials to the home owner, have been re-designed and new pieces have been added to give a strong, well-balanced, year-long program. Also, for the first time we will go directly to the dealers and contractors through the use of direct mail and other means to explain and sell our promotional program.

Our 1952 Advertising Sales Promotion Program for the Building Materials Division is distinctive. It will stand out and will be remembered wherever it is seen.

During the year, a new Roofing Machine at our Chicago Plant has been in operation. Many improvements

(Continued on page 12)



Many of the country's largest railroads now specify Bird Tie Pads for the protection of their railroad ties.

Bird Tie Pads

HE kicked at the old railroad tie. "That old tie sure took an awful beating," said the section foreman.

The tie was being replaced and it was time. You couldn't expect wood to stand up forever with 50 million tons of freight and passenger trains rolling over it each year. Where the rails had been spiked to the wooden tie through the steel tie plate, the tie really was beat up.

The foreman reached over and poked the soft, shattered wood. The whole tie wasn't gone—mostly it was the part that had been under the tie plate. Water had gotten in and the wood beneath had never really dried out. Each rain, each frost and snow had added to the damage. The plate began to eat into the tie. The spikes got loose in their holes and let the rails get out of gauge and line. You can't operate a railroad when the tracks are off plumb, so out comes the tie, even if most of the wood is still good.

Problem Solved

Ten years ago, this incident could have been repeated thousands of times and there was nothing you could have done about it. Today, Bird Tie Pads have solved the problem and are adding years of life to railroad ties all over

the country, even in the toughest locations.

Back in 1942, a track supervisor for the Boston & Maine Railroad knocked on Bird & Son's door with an idea. John Dooling (now a Bird representative, by the way) had seen what happened to railroad ties. He had developed a pad he thought would stop this damage and had been trying it out on sections of track for five years. Like a pad at the elbows or knees of your work clothes, this pad between the plates and the wooden cross ties would save what was underneath. It would preserve the small part under the tie that got worn so badly and make the whole tie last years longer.

Proving Their Worth

That was the idea. Bird & Son's Research Department took it from there and has now developed and sold hundreds of thousands of Bird Tie Pads which are proving their quality on railroads all over the country. Most of the major railroads have not only tried them out but are re-ordering regularly. The New Haven road now specifies that Bird Tie Pads must be used on all new rail installations. Many, many railroads are now using them as standard practice for special applications.

The list of American railroads which

have tried them out and now use them successfully reads like a list of "Who's Who" in railroading. To mention only a few, near at home are the New Haven already spoken of, the Boston & Maine, the New York Central, the Lackawanna, the Delaware & Hudson, and the M.T.A. (formerly the Boston Elevated). Farther away are the Louisville & Nashville, the Atlantic Coast Line, the Chesapeake & Ohio, the Nickel Plate. Going west, Bird Tie Pads are on stretches of the Illinois Central, the Wabash, the Soo Lines, the Southern Pacific, the Missouri Pacific, the Katy and the Frisco lines.

What They Do

Bird Tie Pads do several things. They protect the ties from excessive wear and weathering under the tie plate. They help keep the rails lined up. Where the section gang was often repairing a sharp 35 mile-per-hour-limit curve before Bird Tie Pads were installed, now they can pretty much leave it alone. The rails are holding their proper gauge and the whole track stays smooth and even for a much longer period of time.

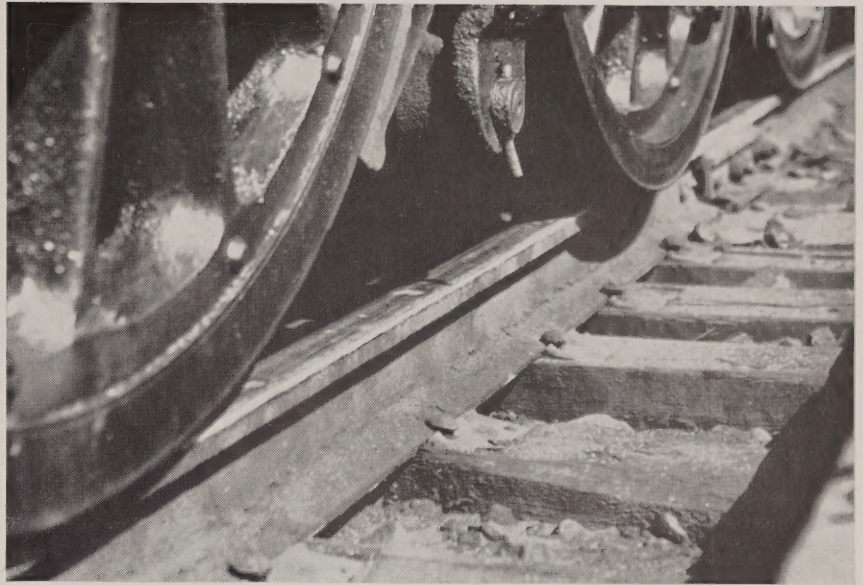
Insulated joints for electric signals are one of the weakest spots in any track. They wear down very quickly often requiring replacement or repair

every two to four months. Such joints protected with Bird Tie Pads, however, have stood up for more than two years without repair and are still in good condition. It's easy to figure what a sizeable saving this means to the railroads in track repairs.

Bird Tie Pads have been tried out and are now in use at some of the toughest track locations to be found. They are on mountain grades and curves. They are on main line crossings where crushing loads grind over not only east and west but north and south. They are on bridges where ties are tailor-made and therefore expensive, and on switches and turntables and grade crossings.

There are some 400,000 miles of railroad in the United States and Canada and 3,000 ties per mile of railroad. (Ever walk the ties? Remember how near they are together?) That's a lot of ties. The tie pad business is still new, but it is a beginning of a substantial business for Bird & Son which we feel will save millions of dollars for the railroads.

Even now when we know we have a good product, we aren't stopping there. Four and five-thousand-ton freight trains—a full load of one hundred cars—are right now roaring over new types of Bird experimental pads. Some of these may prove to be still better than what we are making now. We've got a good product which is selling in quantity and which is saving railroads some real money. But there's no law that says we can't try to make it better.



This is what happens without Bird Tie Pads. See how the tie plates in the foreground have eaten into the surface of the ties. Bird Tie Pads prevent this.

Bird Tie Pads in use at an insulated joint. Places like this ordinarily require either repair or replacement two or three times a year. This picture was taken after two years. No maintenance had been required and yet both tracks and ties are in excellent condition, thanks to Bird Tie Pads.





Berry Asphalt Company Refinery, Waterloo, Arkansas



Berry Asphalt Company Refinery, Stephens, Arkansas

Berry Asphalt Company

AS we approach the end of another year, enter the joyous holiday season and anticipate the coming year, Berry Asphalt Company takes pride in the accomplishments for 1951 and has an optimistic view of the company's ability to fulfill the hopes of the coming New Year.

Berry Asphalt Company, completing another successful year, has not only held its enviable reputation for service and quality of its products but has, through its research and development, explored new fields of endeavor and successfully passed through the experimental stages of its new and interesting products.

Foremost among the developments of the year is the part which Berry Asphalt Company has played in the production and use of asphalt-rubber compounds for paving and road building, airports, and for industrial purposes. During this year, Berry has perfected and practically demonstrated what they believe to be the cheapest, most satisfactory and effective method of combining rubber and asphalt by so intimately dispersing rubber through oils and asphalts that they are readily converted into rubber cements. The tremendous potential possibilities in the use of rubber-asphalt products has created throughout the Berry organization an enthusiastic support and confidence in this new development.

Second only to the development work in asphalt-rubber products is a line of new dry paint products. These are made by using barium sulfate in combination with powdered asphalt and pigments to produce a line of products consisting of powders that can be easily and cheaply converted into black, red, green and aluminum paints, asbestos roof coatings and plastics. These products were

developed essentially for the farm trade and have many features which are especially interesting and useful on the farm. Inasmuch as all the thinners used are products ordinarily found on every farm, the simplicity of mixing and use without waste is particularly attractive.

The third new venture of the Berry Asphalt Company is the manufacture, distribution and sale of a finished mixture suitable for the construction, maintenance and repair of floors, driveways, tennis courts and various other similar projects requiring a flexible, easy to apply, waterproof surface. This material is packaged in attractive 50-lb. containers, easy to handle and easy to use. It is the hope of Berry Asphalt Company that the use of this product will have a very substantial growth during the coming year.

The Berry Asphalt Company has just recently been given the exclusive sales agency for Goodyear Tire & Rubber Company's pelletized rubber, recommended principally for the construction and surfacing of playgrounds. These rubber pellet surface playgrounds have passed through the experimental stage. Under most severe practical conditions they have stood up over two years, offering an attractive and rubbery surface which reduces playground accidents, scratches and bruises to a minimum, thus protecting against injury our children, our most priceless possessions in their most essential activity — play.

In addition to maintaining already developed business, putting out one new product is quite a problem, so —

Berry with its four products new
Like a four ring circus
Has a big job for 1952.

Bird Machine Co.

(Continued from page 6)

The chemical industries likewise rate high priorities for emergency production. Without Bird Filters and Centrifuges serious bottlenecks would develop. For separation of solids from liquids Bird builds the most comprehensive range of equipment available today — Continuous Centrifugal Solid Bowl Filters and Screen Filters; Heavy Duty, High Capacity Batch Centrifuges; Bird-Young Vacuum Filters and Centrifugal Classifiers for separating solids from liquids according to particle size.

The range of materials handled by one or the other of these units (depending on the nature and volume of solids and liquids to be handled and the individual process requirements) is almost infinite. High up on the list of critically important materials served by Bird machinery now are such things as aluminum, magnesium and copper, tin, titanium, salts and tungsten, and zinc ores, explosives, fertilizers, synthetic resins and synthetic rubber. You come across Bird Filters or Centrifugals in such unexpected places as fish and meat rendering plants, potato starch mills, cottonseed and peanut oil mills, penicillin plants — in plants which produce everything from borax to white lead.

Utilizing separating forces of hundreds or even thousands of times the force of gravity, Bird Filters, operating today at speeds as high as 3000 revolutions per minute or more, are making an invaluable contribution to the great process industries. They have removed what was not so many years ago one of the most formidable barriers to continuous, mass production.

Remembering the acute shortages of pulp and paper that occurred during the previous emergency, and the almost devastating effect that paper scarcity had not only on the civilian economy but on war production operations, Uncle Sam now recognizes the need for maintaining up-to-date pulp and paper making machinery, with the result that there has been no letdown in manufactur-

ing activity on the important items of Bird Machinery in this field. Among the latest developments in this extensive line may be mentioned the Bird *Vibrotor* Screen, which, as its name implies, combines intense vibration (up to 1450 frequency per minute) with rotation to achieve production capacities and screening efficiency that is little short of miraculous. As much as ninety tons of fibres are being put through a single Vibrotor Screen per day. Needless to say, this is a timely contribution to an industry that is as hard pressed for production as our great pulp and paper industry.

Particularly important when heavy demands are made on the pulp and paper industry are machines such as Felt Conditioners and Doctors which increase production, Screens, Centrifinners and Dirtecs to improve the quality of paper and Save-Alls to recover pulp which otherwise might be lost, an important chain in the manufacture of more and better paper at lower costs.

This South Walpole plant is entitled to a generous measure of credit for the fact that these demands and responsibilities for a heavy share in national defense have not caught them napping. Plant, tools, equipment, engineering and development facilities and personnel — all have been built up and strengthened. Compared with even the peak of the former war expansion Bird Machine's plant is in a far better position to meet the demands that are being and will be made upon it. The Bird Research and Development Center, with its own building, staff and complete testing, pilot plant and laboratory facilities, is already nationally recognized as a prime source of technical and research assistance to industry and its services are being widely utilized by users and prospective users of Bird Machinery.

All of this is good news for our country, our community — all of us.

Building Materials Division

(Continued from page 7)

have been made to equipment at all Bird roofing plants — Norwood, Chicago, and Shreveport — and more are scheduled for 1952 to keep up quality and provide efficient production.

To meet the increased business and give better service to Bird customers, large new warehouses for finished felt have been built at Shreveport and Phillipsdale. They are identical buildings, each eighty by two hundred feet, and will hold 1500 tons of felt, assuring an ample storage supply for the roofing machines at Shreveport, Chicago and Norwood.

New Felt Capacity

To produce adequate felt supplies for the Shreveport and Chicago machines, additional felt capacity is being

built into the new felt mill at Shreveport at a cost of \$750,000.00. This new equipment will double the 1951 felt production capacity. It includes new equipment all through the plant, a new 30,000-lb. boiler to provide more steam, two new chemipulpers, new suction primary and suction second presses, eighteen new dryers and new equipment for better handling of the felt at the winder.

The Building Materials Division enjoyed a good volume of business all through 1951. We look forward to good business in 1952. We have the machines to produce, the men with experience in production and technical departments to turn out quality products, a sales and production setup to offer the best in service, and a full line of quality products from roll roofings and shingles to sidings, building papers and insulation.



BIRD & SON'S BOARD OF DIRECTORS in a recent photograph. Front row, left to right: W. C. Ahlgren, Treasurer of Bird & Son; Charles S. Bird, Chairman of the Board; A. H. Anderson, President of Bird & Son; P. R. Allen, former President and Chairman of the Board of Bird & Son; Elmer H. Bartlett, former Sales Manager of Paper Products Division; John R. Macomber, retired officer of the First Boston Corporation and at present a director of several New England corporations; Perkins Bass, lawyer; E. L. Chamberlain, Vice President, Building Materials Division.

Back row: R. A. Wilkins, Vice President, Paper and Felt Division; J. C. Hunsaker, Jr., partner in Colonial Management Associates; W. R. McNeil, former President of Building Products Ltd.; E. T. Dickinson, associate in the firm of Louis J. Hunter Associates; E. Barton Chapin, lawyer; F. K. Becker, President of Bird Machine Co.; H. E. Sawyer, Jr., Vice President, Flooring Division; H. B. Pullar, President of Berry Asphalt Company; and Creighton Hill, Director of Personnel.

Floor Covering Division

(Continued from page 2)

Any regular Bird & Son dealer may order a window display which Bird & Son will furnish and install without charge. The dealer purchases the rugs and floor coverings to be featured but all of the other display materials are furnished by the company. The whole job is set up by professional window display men, unless a distributor prefers to use his own display experts.

The results of both the spring and fall campaigns were excellent.

Bird linoleum floor coverings and tiles have also sold well in 1951. There are fifteen beautiful marbled colors available in yard goods, nine-inch tiles and the very popular Duotone Tile. The Duotone feature allows a great variety of pleasing two-color combinations to suit the taste of the purchaser and the color schemes of her rooms.

Mechanically, the Floor Covering Division is in excellent shape. The machinery in its plant at Norwood, Massachusetts, has been kept up to date and in the best of operating condition for producing quality linoleum and Armorlite floor coverings.

In the Linoleum Section, a new turbo mixing unit is now providing greater production of gel, the base mate-

rial of which linoleum is made. This large unit is used for partial oxidation of the oil and other materials which make up the gel. The mix is then transferred to a battery of six gel oxidizers or kettles which complete the process. Formerly, the six kettles performed the whole operation. The new unit will double production at this point and thus provide for greater production of all linoleum.

A new 400-horsepower motor now replaces a 200-horsepower motor at the large No. 9 Banbury Mixer — another aid in the production of quality linoleum.

A clever device for applying a smooth backing to Armorlite material has been installed at the Undercoat Department. It's called a Microjet Ductor. It replaces a steel ductor blade which was formerly used to remove the excess paint from the sheet. The new equipment does it by tiny jets of air directed against the sheet as it travels over the roll from the pan where the backing has been applied.

Another section of the Undercoat Department makes use of a device that was unknown before the atomic discoveries of recent years. Using beta rays, two measuring

(Continued on page 17)



Felt Mill and Insulating Board Mill, Phillipsdale, Rhode Island.

Paper Products and Felt Division

(Continued from page 3)

one. It saves all the annoyance of handling and rehandling small parts in assembly shops where such handling can run costs up very quickly if not carefully controlled. Bin-Pak carries the material right from manufacture through shipping and storage to the final assembly line in the same package. The box fits the standard storeroom stack rack or shelving. It has a bin front opening which can be either left open with an anti-dust flap or easily shut again. Bird & Son is the sole New England distributor for this clever solution to a tough stockroom problem.

Vita-Band D

In the Horticultural Division the new Vita-Band D is now featured as the latest improvement in a product that is already a standard item for hundreds of commercial growers. Vita-Bands — plant bands impregnated with fertilizer for giving a quick start to seedlings — have been in demand for several years. For those growers who want the added convenience of a plant band that can be set into the ground, we now offer Vita-Band D, the disintegrating band. Seedlings are started in these bands as usual. Then at transplanting time instead of removing the band from the root ball, band and all is set into the ground. A slight squeeze cracks the band permitting the roots to grow through. In a few weeks' time the band disintegrates completely. There is no transplanting shock to retard growth. Seedlings keep right on growing and mature faster into full grown plants. This feature is especially attractive to the commercial grower who wants to hit the early market when prices are most favorable.

There have been other new developments in Bird paper products during 1951. There is a new type of box for packing wool yarns. There is a ventilated box for shipping cranberries, new in 1950 and again ordered in large quantities by the Cape Cod growers for shipment of the 1951 cranberry crop. Apart from these specialty items there has been a sizeable volume of business as usual in the standard sizes of corrugated and solid fibre shipping cases, shoe cartons, tack boxes, pressboard and special papers.

Plant Improvements

A major improvement in the production process at the East Walpole Paper Mill was completed late in 1951 with the installation of an asphalt dispersing machine. As the name indicates, this will take the stock from the Breaker Beater and disperse the asphalt and grease. The paper made from this stock is clearer and cleaner in appearance than ever before. This process is now in use at the Beaters which prepare the stock for No. 2 Paper Machine where corrugated board is made.

At the Finishing Mill in East Walpole the Pressboard Machine has been rebuilt. The same materials long used to make Bird quality pressboard are now combined differently. The result — better production with less waste and a product with better appearance for the customer.

During 1951 a new plant has been established at Manchester, New Hampshire. Shoe cartons are set up at this plant and some manufacturing is also done here to offer the best in service to our many customers in that area.

Milling Around



Main Office and Sales

JULIA SMITH DOROTHY MCELENEY
SABINA COSTELLO JULIA LEWIS
LOUISA GRAHAM WILLIAM GRAZADO
RAYMOND CASE MARY McDONOUGH
GENEVIEVE VITAITIS PAT McDONALD

Nelson H. Foster, long-time roofing dealer, sent Elmer Bartlett the other day a sample of Waterdyke from an old railroad station of the Delaware, Lackawanna & Western, which is now being torn down. The felt, which Mr. Foster estimates dates back to about 1911 or 12, is still in good condition. His comment to Mr. Bartlett, formerly Bird & Son Sales Manager, "What a felt this was!"

Jean MacEwen is leaving the Credit Union to try her wings outside of home territory. Taking her place is Doris Whitehead, who has transferred from Stock Control.

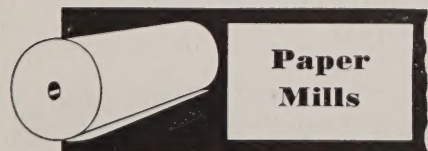
Warren Anderson is aiming for top position as a bowler in the Treasurer's Department. Warren doesn't talk much about golf, but bowling is another story.

Treasurer Wesley Ahlgren and his wife toured the Pocono Mountains and visited Williamsburg during October.

Maurice Godfrey is back with us again. He is a Sales Correspondent in the Shoe Carton Division, replacing Bill Cusumano, who is returning to the Special Papers Division. Maurice formerly worked in both office and plant.

We had a welcome visitor in the person of Mac MacLachlan, formerly of Advertising, now of radio station WBZ, where he is selling advertising.

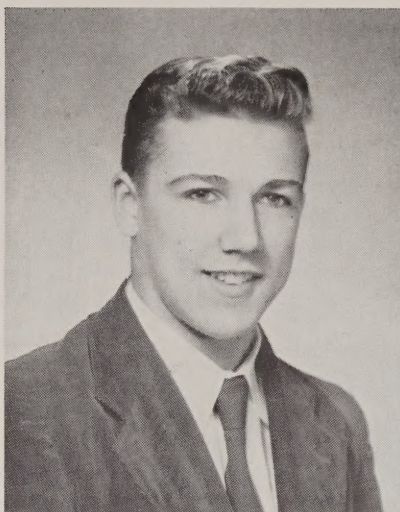
John L. Nelson, Roofing Salesman, comments on the occasion of the birth of a new daughter: "We now plan to have a girls' basketball team. The forward section is complete."



Paper Mills

THOMAS FLOOD PETER GLEBUS
EDWARD GERAGHTY CHESTER AMBRUSKEVICH
FRANK NYBORN CAROLYN DELANEY
EDWARD WISNIEWSKI NINETTE GRUSHESKI
EDWARD POWER ELNA GOTTBURG

Richard F. Legge from Camp Gordon, Georgia, wrote the editor an interesting letter in October. Richard is attending a 26-weeks' course in high-speed radio operation, following completion of basic. Dick



SPENCER HALL, son of Ralph Hall, Assistant Sales Manager, Shoe Carton Division, graduated from Sharon High in June, where he starred in basketball and baseball. Spence entered Bates this fall and is now on the freshman football squad.

says, "I'd like to say hello to all my friends I had the pleasure of working with while at Bird's and also all the men of DMT." He adds thanks for the Review and says "any news of the good old civilian life I used to enjoy so much is certainly welcome."

Perley Mudgett's son Paul is following in the old man's footsteps and is a freshman at the University of Maine.

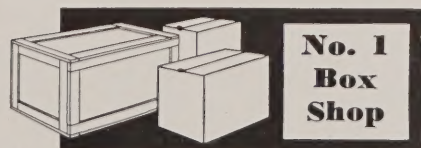
Les Tarbell is driving a sporty new blue Dodge.

James Domenica has taken a three months' leave of absence from Stock Handling to build a new house.

Bill Dickinson is certainly traveling to work in class. He is the proud owner of a newly acquired Packard.

Congratulations to Mike McDonagh on his fortieth anniversary. He started here on November 6, 1911.

Getting up there on the service list is Louis Maida, who completes thirty-three years with the company in November. Congratulations.



No. 1 Box Shop

JOHN P. WALSH CATHERINE BELLEW
RAMONA CHICOINE EDWARD PADUCK
KENNETH HOUGHTON

Tony Unaly's wife has been seriously ill. Our good wishes for her speedy recovery.

Kay Esper enjoyed a week-end in New Jersey recently.

Bill McGrath has been sick at the Norwood Hospital. We hope he will be fine soon.

Larry Griffin, who is an ardent fan of Rocky Marciano, took time off to see the fights. If anyone wants a minute description of the battle, Larry will oblige.

Charlotte Oakes is back to work after being out with a sprained ankle.

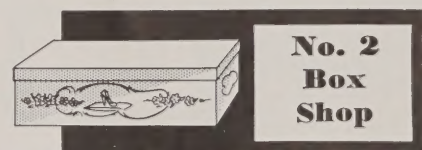
Henry Johnson has taken up photography. He says he is good in the dark room. See him for samples of personal Christmas cards.

Sully Janetta attended the Louis-Marciano fight in New York and came back a very happy man. His man was the winner.

Francis "Red" Curran spent his vacation in New York City. He was on the Ed Sullivan show, as a spectator.

Angela Benedetti Daly, formerly of this Box Shop Office, visited us with her pretty daughter, Maureen. It was good to see "Angie" again and we will be looking forward to another visit.

Sorry to hear of Louis Fuller's latest bit of bad luck. Louie came out second best with an electric meat slicer.



No. 2 Box Shop

BARBARA COYNE
A. D. SMITH

JOHN MCGRATH
MARTIN J. SAULEN

Tommy Turney went on a two weeks' vacation. He didn't think he would hunt, but would put in a new furnace and prepare for the cold weather.

Russell Tupper following a week's vacation said the weather wasn't even fit to put up storm windows.

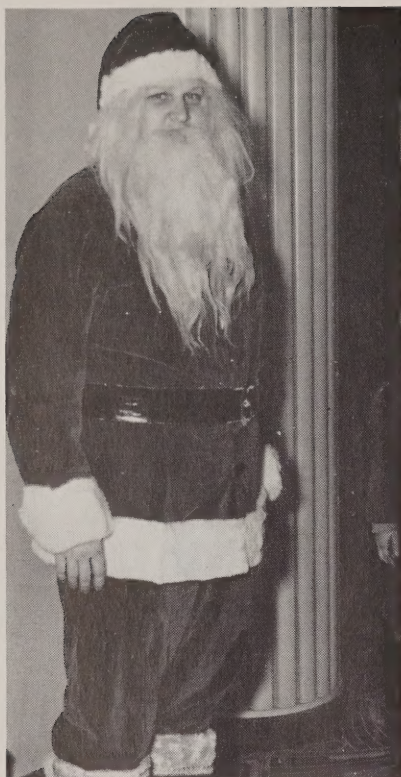
We are glad to see Louis Hertel back after his being on the sick list.

The parking problem was becoming acute for Leo Sears. He solved it — bought a Crosley.

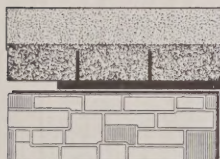
Kenneth Stuber has bought a new house in East Walpole.

Joseph Lipinsky is a new operator on the High Speed Presses.

Barbara Coyne said good-by to Shoe Cartons in No. 2 Box Shop when she left on November 16. She is planning to be married soon.



SANTA will soon be here again! This is the ample and genial Ed Wisniewski of the East Walpole Machine Shop, who delights in playing Santa Claus each year for the Bird Club Children's Christmas Party.



Norwood Roofing Plant

ARTHUR MCKENNA	ROGER PERCY
LEONARD WEAVER	JOHN FOLAN
LOUIS SILVESTRI	VICTOR NARCISO
JOSEPH NEVINS	JAMES MURRAY
JOHN HUTCHINS	WILLIAM STEWART

John Maleiko and his bride took their wedding trip to Niagara Falls, Pennsylvania, New Jersey and New York City. The new Mrs. Maleiko has been employed in the Drafting Department of the New England Telephone & Telegraph Company, Boston.

Classical music appreciation is undergoing a revival, television notwithstanding. John Lukko reports that no music lover should be without an FM radio these days because of the wealth of good programs being broadcast.

It is nice to see Anthony O'Donnell back home again. He has just returned from a year's stint with the Army in Germany and by the time you read this expects to be back on his job again on No. 5 Machine.

Hats off and our heartiest congratulations to Mr. and Mrs. Andrew Wright.

Andy works in Maintenance. He and the former Dorothea Brown of Milton were married October 7 at St. Agatha's Church, East Milton. Colorful addition to the festivities was a Highlanders Pipe Band, which formed a guard of honor. After spending two weeks touring Canada, the couple returned to their newly purchased home in Wollaston overlooking Quincy Bay.

Norwood has two more stalwarts as pillars of civil defense in the form of John Lukko and Caryl Hinds. They have been recruited by Jim Hanley and joined his chemical warfare group.

John Reynolds has had a very successful pigeon racing season. His pigeons brought

him the honors for the best average speed in six races flown by the Norwood Homing Club and the Boston Central Combine.

Ed Wenstrom and Lauri Jalkanen have been added to the list of new car owners — both acquiring Nashes.

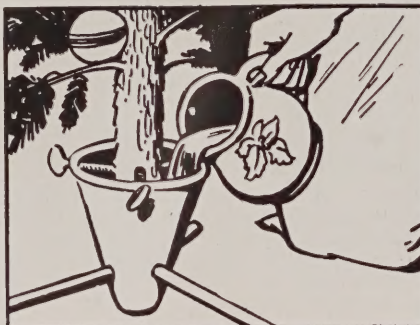
Mr. and Mrs. Ralph Kemp and Mr. and Mrs. Charles Seavey took a motor trip to Canada, returning via Virginia, where they visited Ralph's brother.

Our deepest sympathy to John Stupak, who lost his wife.

Arthur Blakeney attended the National CIO Convention in New York.

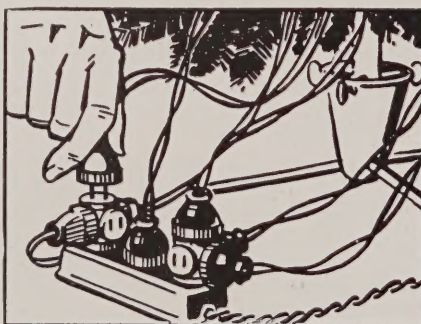
Tony Phillips is now driving a '47 Buick and Lothrop Wakefield turned in his old Jeep for a '50 model.

Make It a **SAFE** Christmas



DO keep tree in water from time you bring home. Make fresh saw cut across trunk base before setting up. Place tree in water-containing holder, and fill daily. Remove dry tree from premises immediately after holidays.

DON'T use lighted candles on the Christmas tree or with other decorations. Place the tree well away from fireplace or other location where it is exposed to sparks or strong heat. Also keep tissue wrappings away from heat.



DON'T attach too many light strings to one outlet, and be sure insulation is not worn or sockets loose. A blown fuse is the signal of a dangerous overload. Be sure fuses are right size. Never use a penny in fuse socket.

DO stand on ladder or sturdy step stool when hanging decorations, not on a box or flimsy chair. Wear low-heeled shoes (this for the women) while trimming the Yule tree.

**NATIONAL SAFETY
COUNCIL**





BRUCE GRINDLE
JAMES CONNOLLY
CHARLES COBB
ROBERT TAYLOR
WILLIAM CHERRY
S. F. CAVANAUGH

DOROTHY HAWES
SIDNEY DEYOUNG
FRANK KARSHIS
STEPHEN WOSNIAK
LEO PADDUCK



the Question Box

How large is Bird Park?
Eighty acres.

Can employees of Bird & Son buy floor covering on the installment plan? If so, why isn't it done when requested?

Floor Covering (and also Roofing) cannot be bought on the installment plan through Bird & Son. However, anyone who does not have the ready cash to pay the full amount at once can usually make arrangements to borrow the necessary amount through the Neponset Credit Union at low interest rates.

Why is Silvercote not made fireproof?

The surface material which gives Silvercote its name is fire-retardant and the paper can easily be made so, but the difficulty comes in fire-proofing the asphalt with which the Flexray and Duplex sheets are combined. Numerous methods have been tried but in each case they are so expensive that they are not practical to use.

Can you transfer from one Bird plant to another and will you lose your seniority but retain your time in company service?

Transfers between plants have been made and can be made. When such a transfer occurs the individual loses his plant seniority but retains his company seniority. He starts as a new man in the new plant and attains his plant seniority as provided in the union contract. Company seniority, however, is continuous. This protects him on such things as service compensation payments, vacation privileges and pension rights.

As I understand it an employee receiving \$2,999 yearly wages has an insurance policy of \$1,000 under the Group Insurance Plan. Why should not this coverage be on a sliding scale and a \$2,500 man be covered by \$2,500 insurance?

Under the Group Insurance Plan, the Life Insurance Coverage is, at present, determined in relation to a sliding scale. To give everyone insurance coverage approximately equal to his base pay would materially increase the cost of the plan to both the employees and the company.

Floor Covering Division

(Concluded)

devices at the Undercoat Machine record on a chart the exact thickness of the coating paint being applied. One device measures the thickness of the sheet before the coating pan and the other, after the sheet has traveled through the coating pan. This beta gauge instantly computes the thickness of the coating and indicates the result on the chart so the Machine Tender can make adjustments if necessary.

In the area where the Chromalin Print Machine used to stand, a new Rotary Press is to be installed. It is expected that it will go into operation early in 1952. This press when completed will replace the present Rotary Press which now makes Rug Border in another section of the plant. It includes the usual looper, rotary printing

unit, and a coating machine. The material will then feed directly into a three-section dryer oven where hot flue gases will quickly dry the surface of the sheet before it enters the big hanger for the final curing process. In another building adjacent to the new Rotary Press Section, three Vapofier units have been installed to produce the flue gas. They will burn kerosene or other types of fuel oil. The new press will make material up to 12/4 width, increasing production of Rug Border and other types of wall and floor coverings which can be made on this machine.

Thus, the Floor Covering Division, on the threshold of 1952, stands ready in equipment and in products to meet competition and serve the public with quality goods.

News from

Other Bird Plants

Chicago Plant

G. F. CAMPBELL, JR. VIRGINIA O'BRIEN
MATHILDA HANSEN JOSEPH BLACKMAN
MARTIN PEARCE

Lillian Grembowicz of the Sample Department celebrated her fifth wedding anniversary. Her husband surprised her with twenty-five beautiful roses and a box of candy.

We have lost from the shop one of our old timers. Clemens Reithofer retired after a number of years in the Machine Shop. He is to spend his leisure moments out in the West—Phoenix, Arizona. The boys presented him with a portable radio, which we know he will enjoy.

Some of our old timers on pension recently paid us a visit. All are looking mighty fine—Bill Eby of the Nail Room, "Pop" Krueger of Shipping—also Bill Bennett and "Doc Riley" (Raleigh Stearles). Glad to have the boys drop in to say hello.

Mrs. Juozupaitis recently returned home from the hospital after an operation, is feeling better each day, reports her husband Mike, who works in the Sample Department.

Freddie Florence, No. 6 Supply Man, is somewhat of a business man. Two weeks ago he motored to Jersey City to his father's funeral. After all of the necessary arrangements had been taken care of Fred decided to return home. He was "cruising" along at 85 m.p.h. when he thought that the car was becoming unbearably warm. The next instant the Ford was full of suffocating smoke, and Fred was beating at the tiny flames in a vain effort to stop the fire. But, when he felt his clothing go suddenly hot and discovered that the seat of his pants was on fire, it was too much for Mr. Florence. He jammed on the brakes and dived headfirst out of the car, second only to Superman as he made his bid for freedom!

Now Mr. Florence was flat broke, had no way of getting home. He thought fast. Then he went to a near-by service station, called a wrecker, sold the Ford for \$75.00 and, once again, was on his merry way.

William W. Wilson, Jr., has been named manager of the radio and television department of Young & Rubicam, Inc., advertising agency in Chicago. He had been associate radio and television director since May 1. Earlier he was an account executive of the American Broadcasting Company.

John Campbell, youngest son of George F. (Chick) Campbell, Jr., has been elected president of Super Sonic Radio Co., 6316 S. Western Ave., Chicago. This is a Junior Achievement company counseled by Halli-crafter Radio Corporation and Peoples Gas

and Light Co. The company manufactures lamps, radios and combination radio and record players. Junior Achievement enterprises here in Chicago are profit-making businesses in which boys and girls actually run the show. The one in which Chick Campbell's son is working was first set up in 1946.

Recent visitors from East Walpole, Roofing Division: Malcolm MacDonald and Ernie Zitke. Les Tarbell of the Paper Division was also here.

We were glad to have Al Berglund drop in and visit for a short time while he was here in Chicago. Al was formerly our Sales Promotion Manager. He is now a representative of the Curtis Publishing Company at their Boston office.

Shreveport Plants

LUCILLE MCMURTRY EDWIN SOMPAYRAC
D. L. OLIVER, JR. DON COOK
WILLIE L. SMITH RICHARD POTTER,
FRANK MARKHAM Photographer

William Taylor has returned from a two weeks' vacation. He spent the first week in Fort Worth, Texas, and the second squirrel hunting. However, the result of the hunting was only one squirrel in the bag.

Harold Maricelli recently traded his 1941 Buick for a new 1951 Chevrolet Club Coupe with black top and yellow body. Harold is now in the process of building a



ARKANSAS TO ARIZONA and back: three thousand miles, one blow-out, all in one week. That's the record of Avis Moses of the Magnolia Office and her husband snapped while on this trip. (New Englanders who don't think it's far from Arkansas to Arizona are invited to look at a map of the U.S.A. —Ed.)

new car port and we don't blame him—that new car is very nice.

We were happy to see Colonel Nash back on the job after his being ill several days.

Sam Gray is trying to get into the real estate business. He wants to trade his house with all city conveniences for 40 acres and a mule. What have you to offer, boys??

We enjoyed a visit from W. O. Koehler, Advertising Display head from East Walpole, during the State Fair here in Shreveport.

William Winkler, still recuperating from a recent operation, paid the plant a short visit Saturday morning. It was good to see him out here again although it will be a long time before "George" will be able to come back to work.

Walking past the Brigade Room during lunch time is just like passing a duck hatchery. With the duck season just a few days off, all the hunters were practicing their most inviting calls and taking pointers one from the other.

We welcome Anna Muller to the Billing Department. Anna will do the order writing, succeeding Wynn McPherson who has been transferred to the Sales Department as Sales Correspondent. However, before she made this change, Wynn took her vacation and went to Lafayette for the arrival of her new granddaughter.

N. R. McNeill took the city officials of Jefferson, Texas, on a tour through the Roofing and Felt Mills. We were very glad to have these distinguished visitors with us.

Joseph Gatlin is the proud possessor of a new apartment in the government housing project in Allendale. Joseph needed the additional room for his wife and eight children.

Berry Asphalt Co.

PEARLE MCGUFFIN ZUMA AWBREY
STELLA HINES DAISY RODGERS
AVIS MOSES ALVIN MALONE
LAWRENCE RODGERS

Magnolia

Stella Hines has been appointed to represent the Quota Club of Magnolia on a committee for recruiting blood donors throughout Columbia County. The blood is to be 100% for military use.

Stephens

Cecil Garrison, Loader, planned to attend during his November vacation a four-day convention of the Scottish Rite of Freemasonry. He is a member of Little Rock Consistory, Valley of Little Rock, Orient of Arkansas.

C. L. Branum as flower girl, Wade Beasley



THE HORSE STILL HOLDS ITS OWN on Texas ranges, even though it gets a ride back to the ranch. Buck Oglesby, Shreveport Electrician, visits on his father-in-law's ranch near McNary, Texas, as much as possible. Here he is with his father-in-law, Ed Harris, then Linda Kay, his daughter, and Buck himself. The horses in the trailer are used to round up cattle on the range.

and Alvin Malone also of the Stephens Plant, as bridesmaids, made interesting and hilarious characters in the "Womanless Wedding" presented by the Lions Club of Stephens recently. Assistant Manager Coy Brnum of the Refinery wore a pink ruffled short dress and carried a basket of rose petals. Wade Beasley, Yard Manager, wore a pastel green crepe, while Alvin Malone, who is Pipeline Foreman, wore a black lace with white accessories.

Lawrence Rodgers is the proud owner of "Flipp's First Lady," a Tennessee Walker, given him by his father, L. M. Rodgers, Sr., of Willisville. Lawrence hopes to have his horse ready for the Live Stock Show and Rodeo next year.

C. L. Crenshaw, Superintendent and Manager of the Stephens Refinery, attended the annual convention of the American Petroleum Institute at Chicago, November 4. He also attended the dinner for the 25 Year Club, of which he is a member.

Waterloo

B. L. Powell has traded his Ford Coupe for a 1/2-ton truck, '51 model.

The J. K. Prescotts have moved into their new home in Rosston.

We are happy to announce that Helen Berger, wife of our Superintendent Carl Berger, has organized the Girl Scouts in Waterloo. She organized a group of 16 girls beginning with the 6th through the 8th grade. They have a fine troop and to date have completed their Tenderfoot Test. In about two weeks they will have the Investiture Ceremony which will probably include a dinner prepared for their parents. They will receive the golden Trefoil pins and also the world pins and will become

full-fledged Girl Scouts ready for second-class work.

Phillipsdale Plant

REXFORD H. SALISBURY ROBERT CROWLEY
MANUEL OLIVER DAVID S. LOWRY
LESLIE E. HOWARD ARTHUR TRUDELL

Alfred Carvalho came in to work with his face scratched one morning. He says that next time he will not try to jump the curbstone on a bicycle.

Charles DelValle of the Insulating Board Plant has gone into the real estate business. He is plat salesman at a summer resort at Buttermilk Bay on Cape Cod. He has promised any of Bird & Son employees that he will use them well if they buy a summer home or land from him. He is at the plat from 8 to 5 and said to come to see for yourself some of the special bargains he has.

Mr. and Mrs. John Vargas noted their twenty-fifth wedding anniversary with a quiet observance at home. They were married October 16, 1926 at St. Francis Xavier Church.

Antone Dias is sporting a new Mercury.

Herbert Black, one of our retirees, was in to see us, and is looking very well.

Arthur Hipolito has been very busy evenings moving from Providence to an East Providence apartment.

Ben Pino is coming to the end of work on his new house with the addition of a garage, which he plans to have completed before winter.

Al Hammond expects to be moving into his new home in East Providence before

winter. A good part of the work was done by Al.

Matthew Pino bought a few acres of land in North Providence and has started to break ground to build a tool shed.

William Kanoski says he will never plan a trip on a week-end again. He was all set to go to Maine on his wife's say so, and she changed her mind and had him waxing the floors instead.

Ted Maddern, the old salt from Rehoboth who knows all about boats, rivers, and harbors in and around Rhode Island, now admits he doesn't know all about opening quahaugs. He had difficulty doing this job last week and stuck a knife into his hand which required three stitches to close. No chowder for Ted for a while.

Herb Chamberlain recently put the men on the dry end of the paper machine to no end of trouble by taking several tests about 6:00 P.M., causing a few breaks. When he was finished with the tests, he went out and bought coffee and doughnuts for the men he had kept so busy. He is now known as "big hearted Herb."

Bowling

AT the end of the sixth week of bowling the Engine Room is still on the top, but having lost four points to the Yard, they are beginning to get worried.

John Cyronak is continuing his big scoring by capturing the high single and the high three strings, but the big surprise of the year is Freddy Matthews who is way over last year's average.

Team Standings

Engine Room
Yard
Millwrights
Machine Shop
Office
Insul Board

High Averages

John Cyronak	114	10/18
Matthew Pino	106	0/15
George Condry	105	8/18
William Kanoski	104	11/18
Fred Pierson	104	6/12
Howard Inman	104	0/12
Joseph McBride	101	7/12
Robert Pearson	100	17/18

Auburn, Maine

HELEN LANE

They say that things always happen in three's. Guess that saying must be true. First Ben Sirois backed into a barn with the doors closed and for a while his DeSoto didn't look too good. Then Art Lynch got acquainted with a woman in New Hampshire when she failed to see that he had stopped and really smashed in the rear of his new Pontiac. And third, a truck backed into Guy Houghton when his engine stalled while he was trying to get into his parking lot. He lost a door handle and came out with a few scratches. The best part of all this is that no one was hurt in any of the accidents.

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BIRD QUALITY PRODUCTS

BUILDING MATERIALS DIVISION

Bird Asphalt Shingles

The ARCHITECT

No. 21 Master-Bilt Thick Butt (Weather-Tex or Plain)
Giant Individual Dutch Lap
Copper Clipt Shingles
Standard Twin Locks
Double Coverage Twin Locks

No. 23 Master-Bilt Weather-Tex
Tri-Tab Hex Shingles (Weather-Tex or Plain)
Loc-Set Shingles
Anchored Strip

Bird Asphalt Sidings

Wide Space Weather-Tex Siding
Roll Siding — Bric — Shingle — Stone Designs

Roll Bric Soldier Course
Backer Board

Bird Insulating Siding: Bric — Shingle — Stone — Shake Designs
Panels Belt Course Corner Trim

Bird Roll Roofings

Proslate Roofing for Concealed Nailing, 19" and 36"

Hex Butt Weather-Tex Roofing
19" and 36" Paroid Roofing
Neponset Double Coverage Roofing

Art Edge Roofing Weather-Tex, for Concealed Nailing
90# Mineral Surfaced Roofing
Old Reliable Roofing
Base Sheet
Mineral Surfaced Strips
Waterdyke Roofing
Mineral Surfaced Cap Sheet

Bird Building Papers

Neponset Black Vapor Barrier
Deadening Felt

Waterproofed Building Paper
Red Sheathing Paper
Tar Saturated Felt

Asphalt Slater's Felt
Asphalt Saturated Felt

Bird Reflective Insulation

Silvercote Products — Duplex — Simplex — Flexray

Bird Coatings and Cements

Asphalt Liquid Roof Coating
Asphalt Plastic Cement
Special Flashing Cement

Asphalt Quick-Set Cement
Neponset Cold Cement

Asphalt Lap Cement
Asphalt Primer
Mineral Granules

Bird Roofing Asphalt

Bird Tie Pads

Bird Roofing Pitch

FLOOR COVERING DIVISION

Bird Armormlite Rugs and Yard Goods
Bird Linoleum
Bird Rubberlike Floor Runner

Bird Standard Weight Rugs and Yard Goods
Bird Linoleum Tile
Bird Counter Cover
Bird Rug Border
Bird Linoleum Duotone Tile
Bird Rubberlike Stair Treads

PAPER PRODUCTS DIVISION

CONTAINER DIVISION

Solid Fibre Shipping Cases
Weatherproof Solid Fibre Shipping Cases

Corrugated Fibre Shipping Cases
Cleated Fibre Shipping Cases

HORTICULTURAL DIVISION

Neponset Red Flower Pots

Vita-Band Plant Bands
Tom Thumb Flats

Vita-Pots

CARTON DIVISION

Bird Reinforced Shoe Cartons, Plain and Printed

SPECIAL PAPERS DIVISION

Index Pressboard
Jute Liners
Roofing and Flooring Felt
Tack Boxes
Wedgie Board

Filter Paper for Industrial Filtration
Lined Boards
Dry and Saturated Papers for Special Uses
Utility Boxes

Base Wad
Single and Pasted Chipboard
Special Boxes
Innersole Board



